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ABSTRACT

These four annual survey reports combined here were published separately as a service to members of the Pennsylvania Library Association's College and Research Division. Questionnaires were sent each year to approximately 150 two-year, baccalaureate, comprehensive, and doctoral degree granting colleges and universities. Libraries surveyed were part of public, state-related, nonsectarian, and church-related institutions. The survey follows the Association of Research Libraries Salary Survey model, and the institutional source of information reported is kept confidential. Depending on the year of the survey, between 62-65% of the libraries responded, and the statistics represent about 75% of the approximately 1,100 academic librarians employed statewide. Results of the survey are reported in 15 identical tables in each of the four volumes. These tables provide information on the distribution of professional staff by salary bracket and experience; distribution of beginning salaries; average salaries by years of experience, metropolitan area, type of institution, size of professional staff, and AAUP category; number of librarians by years of experience, metropolitan area, type of institution, position, size of professional staff, and AAUP category; and information about the number, salaries, distribution, location, and experience of minority librarians. Most of the 15 tables correlate two of these characteristics. A list of the libraries participating in the survey and a copy of the questionnaire for that year's survey is appended to each of the four reports. (KRN)

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SALARY SURVEY OF PENNSYLVANIA ACADEMIC LIBRARIES (1988-1991)

Ronald F. Dow
Salvatore Meringolo

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PENNSYLVANIA LIBRARY ASSOCIATION

COLLEGE AND RESEARCH LIBRARIES DIVISION

1988 SALARY SURVEY OF PENNSYLVANIA ACADEMIC LIBRARIES

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Pennsylvania Library Association
COLLEGE AND RESEARCH LIBRARIES DIVISION

1988 Salary Survey of Pennsylvania Academic Libraries

Introduction
by
Salvatore Meringolo
Pennsylvania State University

Data compiled
by
Gordon Fretwell
University of Massachusetts

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by
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Table of Contents

INTRODUCTION		ii
TABLE A:	DISTRIBUTION OF PROFESSIONAL STAFF BY SALARY BRACKET WITH ASSOCIATED STATISTICS	1
TABLE B:	DISTRIBUTION OF BEGINNING PROFESSIONAL SALARIES	2
TABLE C:	DISTRIBUTION OF PROFESSIONAL STAFF BY EXPERIENCE COHORT WITH SALARY MEANS AND MEDIANS	3
TABLE D:	NUMBER AND AVERAGE SALARIES OF ACADEMIC LIBRARIANS BY YEARS OF EXPERIENCE	3
TABLE E:	AVERAGE SALARY AND EXPERIENCE BY STANDARD METROPOLITAN AREA	4
TABLE F:	AVERAGE SALARY AND EXPERIENCE BY TYPE OF INSTITUTION	4
TABLE G:	NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY POSITION	5
TABLE H:	NUMBER AND AVERAGE EXPERIENCE OF LIBRARIANS BY POSITION	6
TABLE J:	AVERAGE SALARY FOR EXPERIENCE COHORTS IN SELECTED POSITIONS	7
TABLE K:	NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY SIZE OF PROFESSIONAL STAFF	8
TABLE L:	NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS CATEGORY OF INSTITUTION	9
TABLE M:	NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY TYPE OF INSTITUTION	10
TABLE N:	MINORITY DISTRIBUTION BY STANDARD METROPOLITAN AREA	11
TABLE P:	NUMBER AND AVERAGE SALARIES OF MINORITY LIBRARIANS BY POSITION	11
TABLE Q:	NUMBER AND AVERAGE EXPERIENCE OF MINORITY LIBRARIANS BY POSITION	12
TABLE R:	PARTICIPATING LIBRARIES	13
Academic Library SALARY SURVEY 1988 Questionnaire		Appendix

INTRODUCTION

The Salary Survey Committee on behalf of the College and Research Libraries Division of the Pennsylvania Library Association is pleased to present the 1988 Salary Survey of Pennsylvania Academic Libraries. I would like to acknowledge the support and participation of a great number of people who have made this first ever survey possible.

First of all, we thank the Pennsylvania Library Association and the College and Research Libraries Division for their sponsorship and assistance on this project. The costs associated with the project have been underwritten by a grant from the State Library of Pennsylvania, and we thank David Hoffman, Library Services Division Director, and Sara Parker, State Librarian, for their generous support and encouragement. We owe special thanks to Gordon Fretwell, University of Massachusetts, for his expert assistance in compiling the data and for his consultation throughout the project. Of course, all of the academic library directors that contributed their institution's salary data are commended for their willingness to help build a significant data set. Without their cooperation this project could not have been successfully completed.

I owe a personal thanks to Joyce Combs, an administrative secretary at Penn State, for her superb job in maintaining the confidential project files. Finally, Zoya Jenks and Dan Vann, my two colleagues on the Salary Survey Committee, have made significant contributions to this effort from its inception and it has been a delight to work with them.

The data reported in this survey was contributed by 93 out of 147 academic libraries that were queried for an overall response rate of 63%. This survey report includes data for all types of Pennsylvania academic libraries from two year institutions to doctoral degree granting universities. The major criteria for inclusion was that the parent institution was degree granting and accredited by a significant accrediting organization. The public institutions account for 24% of the reporting libraries and represent 17% of the surveyed professional positions; state related libraries represent 4% of the libraries and 28% of the professionals; private non-sectarian institutions account for 31% of the libraries and 36% of the professionals; and private church related institutions represent 41% of the libraries and 19% of the professionals.

The reported salary data is limited to professional positions which include librarians and, in some cases other non-MLS professionals, such as computer experts or audiovisual specialists. The reported 920 filled positions constitute almost 80% of the total number of academic library professionals (1160) which we estimate hold positions in Pennsylvania.

The protection of confidentiality was a primary consideration throughout the project; Gordon Fretwell, the project's consultant, and I were the only individuals who

worked with the various institution data sheets. The salary tables in the report suppress any salary data representing fewer than four cases so as to not compromise the confidentiality of this information. Thus, in these instances, no salary information is reported.

The reader should note that the salaries associated with the following four position categories represent just the reporting ARL libraries: subject specialist, functional specialist, public services, and technical services. This condition exists because the Pennsylvania survey, while modeled after the ARL survey, modified the position categories for which data were reported. However, the Pennsylvania ARL libraries data were reported according to ARL salary survey format, and thus the discrepancy emerged. Any subsequent Pennsylvania surveys will need to eliminate variance in position categories. The reader should also note that the relatively small number of salaries reported in these four positions will not compromise the usefulness of the salary data displayed by position.

In Tables K, L, and M the number of positions listed in the bodies of the tables may not add up to the number at the bottom next to the heading "Total Filled Positions." This apparent discrepancy is due to the fact that some position titles (e.g., Circulation) were reported so infrequently that fewer than four individuals were included in all columns across the table. In those cases no salary data could be published, and it didn't seem productive to clutter up the tables with job titles for which no salary data in any category could be published. However, the total position count and the associated average salary statistic printed at the bottom of these tables next to the heading "Total Filled Positions" encompasses all individuals in each category, including those position titles not displayed in the body of the tables.

Rather than commenting extensively on the salary data, I would rather let the report speak for itself. There are no doubt, numerous observations and inferences that the reader will draw from this report. For example, more than 50% of the libraries with established beginning professional salaries offer beginning salaries of less than $20,000. Meanwhile, the combined average salary of Pennsylvania's academic librarians with 3 or fewer years of experience is $22,570. This data may suggest considerable difficulty in hiring new librarians at salaries below $20,000.

Please direct to me any questions that you may have about the data in this report. I will try to offer assistance and explanation.

Salvatore Meringolo
Chair, Salary Survey Committee
Pennsylvania State University

Zoya Jenks
Salary Survey Committee
Bucknell University

J. Daniel Vann, 3rd
Salary Survey Committee
Bloomsburg University

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE A: DISTRIBUTION OF PROFESSIONAL STAFF BY SALARY BRACKET WITH ASSOCIATED STATISTICS

Salary Bracket	N of Staff	Cum. %	Average Salary	Average Years Exper.	Median Salary	Median Years Exper.
$75,000 or more	4		$82,113	19.0	$81,111	18.0
70,000 - 74,999	4	1	72,081	22.5	70,038	16.0
65,000 - 69,999	5		68,109	21.1	68,257	18.0
60,000 - 64,999	5	2	62,402	21.6	62,196	18.7
55,000 - 59,999	10	3	56,904	21.5	56,295	21.5
50,000 - 54,999	17	5	51,868	22.4	51,192	21.0
48,000 - 49,999	12	6	49,174	18.3	49,133	18.5
46,000 - 47,999	17	8	47,177	22.9	47,244	22.3
44,000 - 45,999	20	10	45,144	22.2	45,102	23.5
42,000 - 43,999	17	12	42,890	20.8	43,000	18.0
40,000 - 41,999	37	16	40,990	21.3	41,100	20.3
38,000 - 39,999	49	21	39,092	20.7	39,240	20.6
36,000 - 37,999	63	28	37,047	17.2	37,159	18.0
34,000 - 35,999	41	33	34,874	18.0	34,650	19.0
32,000 - 33,999	63	40	32,884	17.6	32,900	17.1
30,000 - 31,999	86	49	30,843	13.3	30,887	12.1
29,000 - 29,999	33	53	29,493	13.2	29,484	12.8
28,000 - 28,999	37	57	28,407	13.9	28,380	13.3
27,000 - 27,999	45	61	27,409	10.5	27,427	9.6
26,000 - 26,999	43	66	26,396	10.0	26,400	8.3
25,000 - 25,999	53	72	25,390	12.6	25,353	11.8
24,000 - 24,999	37	76	24,365	11.1	24,250	9.3
23,000 - 23,999	40	80	23,408	8.7	23,400	7.5
22,000 - 22,999	34	84	22,367	6.8	22,322	5.0
21,000 - 21,999	43	89	21,414	7.5	21,251	5.0
20,000 - 22,999	24	91	20,328	6.8	20,102	3.5
19,000 - 19,999	23	94	19,298	7.0	19,229	4.0
18,000 - 18,999	16	95	18,518	4.8	18,500	2.0
17,000 - 17,999	7	96	17,352	6.7	17,466	7.0
16,000 - 16,999	8	97	16,449	6.5	16,436	5.0
15,000 - 15,999	10	98	15,506	15.7	15,513	9.5
14,000 - 14,999	8	99	14,482	5.4	14,632	2.5
Less than 14,000	9	100	12,042	9.2	12,735	7.0
Total Filled Positions	**920**		**31,285**	**14.0**	**29,701**	**13.2**

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE B: DISTRIBUTION OF BEGINNING PROFESSIONAL SALARIES

Salary Bracket	Number of Libraries	Cum. %
$26,000 or more	2	2.4
25,000 - 25,999	1	3.7
24,000 - 24,999	5	9.8
23,000 - 23,999	5	15.9
22,000 - 22,999	6	23.2
21,000 - 21,999	5	29.3
20,000 - 20,999	13	45.1
19,000 - 19,999	18	67.0
18,000 - 18,999	17	87.8
17,000 - 17,999	4	92.7
16,000 - 16,999	0	92.7
15,000 - 15,999	2	95.1
14,000 - 14,999	1	96.3
Less than 14,000	3	100.0

Reporting Libraries	82
Data Not Available	11
Total Libraries	93

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE C: DISTRIBUTION OF PROFESSIONAL STAFF BY EXPERIENCE COHORT WITH SALARY MEANS AND MEDIANS

Experience Cohort	N of Staff	Cum. %	Average Salary	Median Salary
Over 35 years	13	1.2	$40,343	$39,240
32 - 35	20	3.6	37,948	34,339
28 - 31	34	7.3	36,503	35,825
24 - 27	70	14.9	38,812	38,105
20 - 23	110	26.8	37,277	37,051
16 - 19	128	40.8	35,958	32,431
12 - 15	153	57.4	31,002	29,001
8 - 11	141	72.7	28,706	28,250
4 - 7	131	87.0	25,512	25,395
0 - 3	120	100.0	22,570	21,828
Total Filled Positions	**920**		**31,285**	**29,701**

TABLE D: NUMBER AND AVERAGE SALARIES OF ACADEMIC LIBRARIANS BY YEARS OF EXPERIENCE

Experience Cohort	Total Staff	Men	Women	Combined Average	Men's Average	Women's Average
Over 35 years	13	6	7	$40,343	$47,235	$34,437
32 - 35	20	8	12	37,948	42,772	34,733
28 - 31	34	13	21	36,503	37,784	35,709
24 - 27	70	27	43	38,812	43,550	35,836
20 - 23	110	46	64	37,277	38,505	36,336
16 - 19	128	42	86	35,958	40,854	33,567
12 - 15	153	53	100	31,002	33,051	29,916
8 - 11	141	43	98	28,706	30,480	27,929
4 - 7	131	35	96	25,512	27,908	24,638
0 - 3	120	38	82	22,570	23,185	22,285
Total Filled Positions	**920**	**311**	**609**	**31,285**	**34,405**	**29,692**

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE E: AVERAGE SALARY AND EXPERIENCE BY STANDARD METROPOLITAN AREA

SMA	AVERAGE SALARY	YEARS OF EXPERIENCE	NUMBER OF STAFF
Philadelphia	$28,461	14.2	127
Pittsburgh	31,354	13.5	166
Other Areas	31,839	14.1	627
All Areas	**31,285**	**14.0**	**920**

TABLE F: AVERAGE SALARY AND EXPERIENCE BY TYPE OF INSTITUTION

Institutional Control	AVERAGE SALARY	YEARS OF EXPERIENCE	NUMBER OF STAFF
Public	$36,760	17.0	157
State Related	33,326	14.2	256
Private, Non-sectarian	30,767	13.1	329
Private, Church Related	24,479	12.7	178
All Types	**31,285**	**14.0**	**920**

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE G: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY POSITION

	POSITION	Number of Staff Total	Men	Women	Average Salaries Combined	Men	Women
1.	Director	80	39	41	$39,916	$42,992	$36,990
2.	Assoc. & Assist. Director	37	12	25	44,058	46,364	42,952
3.	Head, Law/Medical Library	7	1	6	65,930	*	*
4.	Branch Head	58	22	36	33,947	34,978	33,316
5.	Subject Specialist	35	18	17	32,869	33,322	32,388
6.	Functional Specialist	28	16	12	32,024	33,790	29,671
7.	Dept. Head:Reference	25	8	17	33,118	34,894	32,282
8.	Cataloging	32	8	24	31,841	35,253	30,704
9.	Acquisition	25	8	17	30,042	37,329	29,555
10.	Serials	14	5	9	32,501	33,379	32,013
11.	Doc./Maps	6	1	5	32,468	*	*
12.	Circulation	17	4	13	28,932	34,537	27,207
13.	Spec. Coll'n.	10	8	2	37,185	*	*
14.	Public Services	32	8	24	30,618	34,739	29,244
15.	Tech. Services	38	11	27	29,659	34,979	27,491
16.	Audio Visual	21	10	11	29,468	34,386	24,997
17.	Other Depts.	42	14	28	34,781	39,288	32,528
18.	Public Services	16	4	12	27,325	33,367	25,312
19.	Technical Services	10	2	8	30,357	*	*
20.	Reference	202	60	142	26,795	27,294	26,584
21.	Cataloger	83	16	67	27,332	31,140	26,423
22.	Archivist	19	5	14	25,136	26,185	24,761
23.	Acquisitions	12	3	9	23,944	*	*
24.	Systems	15	8	7	30,804	32,002	29,435
25.	AV/Media	7	4	3	27,978	*	*
26.	Documents	8	2	6	25,349	*	*
27.	Interlibrary Loan	7	1	6	23,846	*	*
28.	Serials	13	4	9	26,037	33,760	22,175
29.	Other Job Titles	21	9	12	28,128	33,845	23,829
	Total Filled Positions	**920**	**311**	**609**	**31,285**	**34,405**	**29,692**

* Salary information is not published for fewer than four individuals.

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE H: NUMBER AND AVERAGE EXPERIENCE OF LIBRARIANS BY POSITION

	POSITION	Number of Staff			Average Experience		
		Total	Men	Women	Combined	Men	Women
1.	Director	80	39	41	17.7 yrs	19.2 yrs	16.3 yrs
2.	Assoc. & Assist. Director	37	12	25	18.3	18.2	18.3
3.	Head, Law/Medical Library	7	1	6	17.1	16.0	17.3
4.	Branch Head	58	22	36	16.5	16.2	16.7
5.	Subject Specialist	35	18	17	15.5	13.8	17.2
6.	Functional Specialist	28	16	12	9.9	10.9	8.6
7.	Dept. Head:Reference	25	8	17	16.7	18.1	16.1
8.	Cataloging	32	8	24	14.0	15.9	13.3
9.	Acquisition	25	8	17	16.8	19.5	15.5
10.	Serials	14	5	9	18.5	15.0	20.4
11.	Doc./Maps	6	1	5	14.2	14.0	14.2
12.	Circulation	17	4	13	14.5	17.3	13.6
13.	Spec. Coll'n.	10	8	2	17.7	17.1	20.0
14.	Public Services	32	8	24	14.2	20.0	12.2
15.	Tech. Services	38	11	27	14.5	15.7	14.0
16.	Audio Visual	21	10	11	11.7	15.9	7.9
17.	Other Depts.	42	14	28	16.5	15.8	16.9
18.	Public Services	16	4	12	12.8	18.5	10.8
19.	Technical Services	10	2	8	14.6	3.5	17.4
20.	Reference	202	60	142	11.4	11.7	11.3
21.	Cataloger	83	16	67	12.2	12.6	12.1
22.	Archivist	19	5	14	10.9	8.6	11.7
23.	Acquisitions	12	3	9	9.8	13.3	8.7
24.	Systems	15	8	7	9.8	9.3	10.6
25.	AV/Media	7	4	3	11.4	10.5	12.7
26.	Documents	8	2	6	8.6	10.5	8.0
27.	Interlibrary Loan	7	1	6	8.7	12.0	8.2
28.	Serials	13	4	9	14.6	18.0	13.1
29.	Other Job Titles	21	9	12	16.6	18.9	14.9
	Total Filled Positions	**920**	**311**	**609**	**14.0**	**15.0**	**13.5**

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE J: AVERAGE SALARY FOR EXPERIENCE COHORTS IN SELECTED POSITIONS

POSITION	0 - 3 years	4 - 7 years	8 - 11 years	12 - 15 years	16 - 19 years	20 - 23 years	24 or more years
Director	*	$28,470	$31,019	$34,694	$45,539	$44,645	$46,604
Assist./Assoc. Director	*	*	*	41,874	46,029	44,407	54,395
Head, Branch	*	28,392	31,700	32,608	35,008	37,068	37,746
Subject Specialist	$23,447	28,026	32,412	32,693	32,772	37,058	39,437
Functional Specialist	26,347	*	37,882	33,625	31,917	*	*
Head, Acquisitions	*	*	31,263	24,069	35,830	34,195	38,163
Head, Reference	*	*	29,081	34,858	33,700	39,623	*
Head, Cataloging	*	26,524	31,133	30,839	36,126	38,878	32,697
Head, Other Dept.	*	24,227	33,208	32,977	31,304	*	44,129
Reference	22,076	25,834	26,813	25,031	32,499	31,896	30,648
Cataloger	21,761	25,537	24,493	27,248	30,428	33,098	34,008

* Salary information is not published for fewer than four individuals.

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE K: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY SIZE OF PROFESSIONAL STAFF

	50 or more (4)		16 - 49 (9)		5 - 15 (41)		1 - 4 (41)	
POSITION	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	2	*	5	$65,180	36	$43,648	37	$31,224
2. Assoc./Assist. Director	20	$52,155	9	39,730	4	36,922	4	20,450
3. Branch Head	48	34,844	7	29,818	3	*	0	
4. Subject Specialist	35	32,869	0		0		0	
5. Functional Specialist	28	32,024	0		0		0	
6. Dept. Head: Reference	6	36,443	4	33,302	11	33,495	4	26,910
7. Cataloging	9	34,335	6	32,609	15	31,319	2	*
8. Acquisition	6	32,199	6	30,423	10	36,232	3	*
9. Serials	5	31,630	2	*	7	33,582	0	
10. Circulation	4	32,392	5	26,041	8	29,009	0	
11. Spec. Coll'n.	5	41,300	3	*	2	*	0	
12. Tech. Services	0		20	31,540	15	25,842	0	
13. Audio Visual	0		5	33,922	15	28,431	1	*
14. Public Services	0		3	*	18	33,853	11	23,281
15. Other	25	36,711	7	31,875	10	31,992	0	
16. Reference	74	27,942	34	25,280	71	27,666	23	22,653
17. Cataloger	37	27,218	17	25,245	26	29,360	3	*
Total Filled Positions	**344**	**33,738**	**147**	**29,842**	**320**	**31,007**	**109**	**26,307**

( ) Number of libraries included

* Salary information is not published for fewer than four individuals.

Note: The statistics for total filled positions on the bottom line may represent more staff than the sum of the numbers listed in the table.

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE L: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS CATEGORY OF INSTITUTION

	Doctoral (11)		Comprehen-sive (25)		Bacca-laureate (39)		Two Year Academic (16)		Two Year Non-Academic (2)	
POSITION	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	8	$66,454	18	$44,617	36	$33,645	15	$37,412	1	*
2. Assoc./Assist. Dir.	28	48,311	3	*	1	*	4	29,809	0	
3. Branch Head	52	34,419	3	*	3	*	0		0	
4. Subject Spec.	35	32,869	0		0		0		0	
5. Functional Spec.	28	32,024	0		0		0		0	
6. Dept. Head:Ref.	9	34,924	7	34,132	5	24,974	4	37,460	0	
7. Cat.	13	32,717	14	32,642	3	*	2	*	0	
8. Acq.	10	31,623	11	34,561	3	*	1	*		
9. Ser.	7	31,097	7	33,905	0		0		0	
10. Circ.	8	30,302	7	27,892	1	*	1	*	0	
11. Tech. Serv.	3	*	9	34,293	22	26,468	3	*	1	*
12. Audio Visual	2	*	9	29,535	7	21,853	3	*	0	
13. Pub. Serv.	2	*	11	35,179	15	26,821	4	27,494	0	
14. Other	29	36,991	11	32,178	2	*	0		0	
15. Reference	94	27,197	56	28,892	32	21,450	20	27,582	0	
16. Cataloger	50	26,206	20	30,334	11	25,008	1	*	1	*
Total Filled Positions	**449**	**32,994**	**225**	**31,577**	**176**	**26,239**	**65**	**32,319**	**5**	**29,752**

* Salary information is not published for fewer than four individuals.

Note: The statistics for total filled positions on the bottom line may represent more staff than the sum of the numbers listed in the table.

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE M: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY TYPE OF INSTITUTION

POSITION	Public (22)		State Related (4)		Private Non-Sectarian (29)		Private Church Related (38)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	18	$46,274	3	*	25	$44,992	34	$31,079
2. Assist./Assoc, Director	3	*	14	$51,280	17	43,368	3	*
3. Branch Head	3	*	38	34,687	15	33,705	2	*
4. Subject Specialist	0		28	32,617	7	33,875	0	
5. Functional Specialist	0		19	33,214	9	29,514	0	
6. Dept. Head:Reference	8	37,726	5	33,774	10	30,999	2	*
7. Cataloging	9	35,821	8	32,012	12	31,223	3	*
8. Acquisition	6	42,066	5	29,989	12	29,492	2	*
9. Serials	5	37,629	4	28,213	4	31,507	1	*
10. Circulation	4	38,879	2	*	8	25,929	3	*
11. Spec. Coll'n.	1	*	4	41,707	5	34,519	0	
12 Public Services	9	36,656	*0		13	31,015	10	24,668
13 Tech. Services	5	39,205	0		16	30,820	17	25,758
14 Audio Visual	6	37,877	0		7	30,877	8	21,928
15. Other	5	39,496	17	37,299	15	34,470	5	22,440
16. Reference	44	32,451	53	27,459	67	25,168	38	22,186
17. Cataloger	11	37,963	23	26,111	34	26,569	15	23,139
18. Archivist	1	*	0		11	25,449	7	21,262
19. Acquisitions	1	*	0		5	23,438	6	24,016
20. Systems	2	*	2	*	6	30,137	5	23,181
21. Serials	2	*	0		4	24,567	6	23,158
22. AV/Media	4	31,603	0		2	*	1	*
23. Other Staff	5	34,035	4	22,843	9	28,610	3	*
Total Filled Positions	**157**	**36,470**	**256**	**33,626**	**329**	**30,767**	**178**	**24,479**

( ) Number of libraries included

* Salary information is not published for fewer than four individuals.

Note: The statistics for total filled positions on the bottom line may represent more staff than the sum of the numbers listed in the table.

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE N: MINORITY DISTRIBUTION BY STANDARD METROPOLITAN AREA

SMA	Black	Hispanic	Asian/ Pacific Isl	Native American
Philadelphia	7	1	6	0
Pittsburgh	11	2	5	1
Other Areas	23	1	22	0
All Areas	41	4	33	1

TABLE P: NUMBER AND AVERAGE SALARIES OF MINORITY LIBRARIANS BY POSITION

	POSITION	Number of Staff Total	Men	Women	Average Salaries Combined	Men	Women
1.	Director	3	2	1	*	*	*
2.	Assoc./Assist. Director	3	2	1	*	*	*
3.	Branch Head	2	0	2	*		*
4.	Subject Specialist	7	3	4	$34,755	*	*
5.	Functional Specialist	5	3	2	29,496	*	*
6.	Dept. Head:Reference	1	1	0	*	*	
7.	Cataloging	3	1	2	*	*	*
8.	Acquisition	2	2	0	*	*	
9.	Circulation	3	0	3	*		*
10.	Public Services	3	0	3	*	*	*
11.	Tech. Services	1	0	1	*	*	*
12.	Audio Visual	4	2	2	30,994	*	*
13.	Other Depts.	8	3	5	30,210	*	*
14.	Technical Services	1	0	1	*		*
15.	Reference	15	5	10	29,027	$33,065	$27,009
16.	Cataloger	10	1	9	27,875	*	*
17.	Systems	1	0	1	*		*
18.	AV/Media	1	1	0	*	*	
19.	Documents	1	0	1	*		*
20.	Serials	2	1	1	*	*	*
21.	Other Job Titles	3	1	2	*	*	*
	Total Filled Positions	79	28	51	30,184	35,521	27,253

* Salary information is not published for fewer than four individuals.

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

TABLE Q: NUMBER AND AVERAGE EXPERIENCE OF MINORITY LIBRARIANS BY POSITION

	POSITION	Number of Staff			Average Experience		
		Total	Men	Women	Combined	Men	Women
1.	Director	3	2	1	23.7	31.0	9.0
2.	Assoc./Assist. Director	3	2	1	18.7	19.0	18.0
3.	Branch Head	2	0	2	18.5		18.5
4.	Subject Specialist	7	3	4	13.1	11.0	14.8
5.	Functional Specialist	5	3	2	12.2	16.0	6.5
6.	Dept. Head:Reference	1	1	0	23.0	23.0	
7.	Cataloging	3	1	2	18.0	21.0	16.5
8.	Acquisition	2	2	0	10.5	10.5	
9.	Circulation	3	0	3	15.3		15.3
10.	Public Services	3	0	3	18.3		18.3
11.	Tech. Services	1	0	1	17.0		17.0
12.	Audio Visual	4	2	2	16.8	23.5	10.0
13.	Other Depts.	8	3	5	14.5	20.0	11.2
14.	Technical Services	1	0	1	10.0		10.0
15.	Reference	15	5	10	11.7	14.2	10.5
16.	Cataloger	10	1	9	18.5	24.0	17.0
17.	Systems	1	0	1	16.0		16.0
18.	AV/Media	1	1	0	24.0	24.0	
19.	Documents	1	0	1	7.0		7.0
20.	Serials	2	1	1	13.5	25.0	2.0
21.	Other Job Titles	3	1	2	14.3	20.0	11.5
	Total Filled Positions	**79**	**28**	**51**	**15.2**	**18.5**	**13.5**

Pennsylvania Library Association
1988 Salary Survey of Pennsylvania Academic Libraries

Table R: PARTICIPATING LIBRARIES

Academy of the New Church
Allegheny College
Community College of Allegheny County
    Allegheny Campus
    Boyce Campus
    South Campus
Alvernia College
American College
Beaver College
Bloomsburg University of Pennsylvania
Bryn Mayr College
Bucknell University
Bucks County Community College
Butler County Community College
Cabrini College
California University of Pennsylvania
Carlow College
Carnegie-Mellon University
Chatham College
Chestnut Hill College
Cheney University
Delaware County Community College
Delaware Valley College of Science
    and Agriculture
Dickinson College
Drexel University
Eastern College
East Stroudsburg University
Elizabethtown College
Franklin and Marshall College
Geneva College
Gwynned Mercy College
Hahnemann University
Harrisburg Area Community College
Haverford College
Holy Family College
Immaculata College
Indiana University of Pennsylvania
Juniata College
Keystone Junior College
King's College
Kutztown University
Lafayette College
Lancaster Bible College
Lancaster Theological Seminary
Lebanon Valley College
Lehigh County Community College
Lehigh University
Lincoln University
Lock Haven University
Lutheran Theological Seminary
    Philadelphia
Lutheran Theological Seminary
    Gettysburg
Luzerne County Community College
Lycoming College
Manor Junior College
Mansfield University
Marywood College
Medical College of Philadelphia
Mercyhurst College
Moore College of Art
Moravian College
Mount Aloysius Junior College
Neumann College
Northeastern Christian Junior College
Northampton County Area Community
    College
Pennsylvania College of Optometry
Pennsylvania State University
Philadelphia College of Pharmacy
    and Science
Philadelphia College of Textiles
    and Science
Pinebrook Junior College
Pittsburgh Theological Seminary
Point Park College
Robert Morris College
Rosemont College
Saint Francis College
Saint Joseph's College
Susquehana University
Temple University
Thaddeus Stevens State
    School of Technology
United Wesleyan College
University of Pennsylvania
University of Pittsburgh
University of Scranton
Ursinus College
Valley Forge Christian College
Villa Maria College
Villanova University
Washington and Jefferson College
West Chester University
Westminster College
Widener University
Wilkes College
Williamsport Area Community College
Wilson College
York College of Pennsylvania

Pennsylvania Library Association
Academic Library SALARY SURVEY 1988
Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional". Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit. Include, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, audiovisual professionals, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

3. The purpose of the survey is to collect comparable date therefore salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. The questionnaire should be returned to Salvatore Meringolo, Pattee Library, Pennsylvania State University, University Park, PA 16802 by November 11, 1988. Please mark envelope PERSONAL AND CONFIDENTIAL.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with summary information for filled and temporarily vacant professional positions for the fiscal years of 1987-88 and 1988-89.

2. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional entry-level librarian. Please use a figure which is used or likely to be used by your library.

3. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1988-89. In addition, information on sex, minority status, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets and number them if you cannot list all professional positions in the space provided.

2. The column to the left of the perforation labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. The order in which staff members are entered on the form is not important; enter them in the order most convenient for you.

3. After entering the identification of the individual, enter his/her salary as of July 1, 1988. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date. Please refer to general instructions before recording salaries.

4. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

5. Position code. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Assistant or Associate Director (of entire library)
HDRS	Head, Public or Readers Services
HDTS	Head, Technical Services
HDBR	Head, Branch Library
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDAV	Head, Media Center or Audiovisual Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscript
HDOTR	Head, Other Department
CAT	Catalog Librarian

REF	Reference Librarian
ACQ	Acquistion Librarian
SER	Serials Librarian
PER	Personnel Librarian
PRS	Preservation Librarian
ILL	Interlibrary Loan Librarian
ARC	Archivist/Special Collection Librarian
AVM	Audiovisual/Media Specialist
SYS	Automated Systems Specialist
DOC	Document Librarian
OTR	Other professionals

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical by his/her general duties. It is not expected that one library will necessarily use all the above categories.

6. Sex. Indicate either M or F, for male and female, respectively.

7. Affirmative action status code. Indicate status by means of one of the following code numbers:

    1. Black
    2. Hispanic
    3. Asian or Pacific Islander
    4. American Indian or Native Alaskan
    5. Caucasian

8. Total years of professional experience. Define "professional" experience as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

CONFIDENTIALITY OF INFORMATION

Confidentiality of information will be strictly maintained. No individual salaries will be reported. Salary statistics for individual institutions will be limited to beginning professional salary, average salary and median salary. Aggregate data only will be reported; for example, you will be able to compare salaries of your reference librarians with the average salaries of all reference librarians from the reporting institutions. However, information will be reported only in categories with four or more individuals. The submitted data will be retained for three years and will them be destroyed in a manner appropriate to confidential information.

Pennsylvania Library Association/CRDL
Academic Library SALARY SURVEY 1988

Library Questionnaire

Part 1: Summary Data

Reporting Library_____

Report prepared by (name)_____

Phone number_____ Date returned_____

1. Beginning professional salary for 1987-88 $_____

2. Beginning professional salary for 1988-89 $_____

3. Is your professional non-administrative staff part of a bargaining unit?

_____yes

_____no

4. Is your professional administrative staff part of a bargaining unit?

_____yes

_____no

5. Parent institution's status:

_____public (state or county)

_____state related

_____private, non-sectarian

_____private, church-related

6. Parent institution's status (AAUP Categories):

Category I:
_____doctoral

Category IIA:
_____comprehensive

Category IIB:
_____baccalaureate

Category III:
_____2 year with academic rank

Category IV:
_____2 year without academic rank

Please return the Salary Survey questionnaire by November 11, 1988 to Salvatore Meringolo, Pattee Library. University Park, PA 16802

PENNSYLVANIA LIBRARY ASSOCIATION/
COLLEGE AND RESEARCH LIBRARY DIVISION
SALARY SURVEY 1988

Office Use Only	

Library Questionnaire
Part II: Individual Data

Reporting Library _____

Sheet Number _____

Staff Member i.d. (Detach before mailing)	Seq. No.	Salary July 1, 1988	Position Code*	Leave Blank	Sex (M or F)	Affirm. Act. Status Code *	Total Years Prof. Exp. *
	1						
	2						
	3						
	4						
	5						
	6						
	7						
	8						
	9						
	10						
	11						
	12						
	13						
	14						
	15						
	16						
	17						
	18						
	19						
	20						

*(See instruction)

PENNSYLVANIA LIBRARY ASSOCIATION

COLLEGE AND RESEARCH LIBRARIES DIVISION

1989 SALARY SURVEY OF PENNSYLVANIA ACADEMIC LIBRARIES

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Pennsylvania Library Association

COLLEGE AND RESEARCH LIBRARIES DIVISION

1989 Salary Survey of Pennsylvania Academic Libraries

Introduction
by
Salvatore Meringolo
Pennsylvania State University

Data compiled
by Gordon Fretwell
University of Massachusetts

July 1990

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PLA Headquarters
3107 N. Front Street
Harrisburg, PA 17110

Table of Contents

INTRODUCTION		ii
TABLE A:	DISTRIBUTION OF PROFESSIONAL STAFF BY SALARY BRACKET WITH ASSOCIATED STATISTICS	1
TABLE B:	DISTRIBUTION OF BEGINNING PROFESSIONAL SALARIES	2
TABLE C:	DISTRIBUTION OF PROFESSIONAL STAFF BY EXPERIENCE COHORT WITH SALARY MEANS AND MEDIANS	3
TABLE D:	NUMBER AND AVERAGE SALARIES OF ACADEMIC LIBRARIANS BY YEARS OF EXPERIENCE	3
TABLE E:	AVERAGE SALARY AND EXPERIENCE BY STANDARD METROPOLITAN AREA	4
TABLE F:	AVERAGE SALARY AND EXPERIENCE BY TYPE OF INSTITUTION	4
TABLE G:	NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY POSITION	5
TABLE H:	NUMBER AND AVERAGE EXPERIENCE OF LIBRARIANS BY POSITION	6
TABLE J:	AVERAGE SALARY FOR EXPERIENCE COHORTS IN SELECTED POSITIONS	7
TABLE K:	NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY SIZE OF PROFESSIONAL STAFF	8
TABLE L:	NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS CATEGORY OF INSTITUTION	9
TABLE M:	NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY TYPE OF INSTITUTION	10
TABLE N:	MINORITY DISTRIBUTION BY STANDARD METROPOLITAN AREA	11
TABLE P:	NUMBER AND AVERAGE SALARIES OF MINORITY LIBRARIANS BY POSITION	11
TABLE Q:	NUMBER AND AVERAGE EXPERIENCE OF MINORITY LIBRARIANS BY POSITION	12
TABLE R:	PARTICIPATING LIBRARIES	13
Academic Library SALARY SURVEY 1989 Questionnaire		Appendix

INTRODUCTION

The data in this report comprise the results of the second annual salary survey of Pennsylvania's academic libraries conducted by the College and Research Libraries Division of the Pennsylvania Library Association. I wish to thank Zoya Jenks, Bucknell University, and Dan Vann, Bloomsburg University, who once again provided valuable project support as members of the Salary Survey Committee.

Gordon Fretwell, University of Massachusetts, continued to serve as an expert consultant and was responsible for compiling the raw survey data. The project could not have been completed without his assistance. Joyce Combs, Pennsylvania State University, has again provided the project with superb support both in the administration of the survey and the preparation of this report document. Protection of confidentiality remains a primary objective.

The directors of all the reporting libraries are especially commended for contributing to a project that benefits the collective group of academic libraries in Pennsylvania. Indeed, during the past year reports from a number of library directors have indicated that the availability of comparative state-wide data was a critical component in successful salary negotiations at their institutions. This of course was one of the Division's primary rationales for supporting this project.

With regard to the survey itself, we continue to follow the ARL Salary Survey model. In displaying compiled salary data we suppress any data representing fewer than four cases so as to not compromise confidentiality.

In Tables K, L, and M the number of positions listed in the bodies of the tables may not add up to the total positions noted at the bottom of each table. This is due to the suppression of data mentioned above for some entire position categories. In those cases no salary data could be published and the position category was therefore not displayed. However, the total position count and the average salaries printed at the bottom of these tables next to the heading "Total Filled Positions" encompasses all individuals in each category, including those position titles not displayed in the body of the tables.

I would like to briefly report on a few comparisons between the 1988 salary survey and this current one. The overall response rate (65%) was almost identical to last year's (93 out of 142 vs. 93 out of 147 last year) although a somewhat smaller number (70) reported in both years. While the institutional response rate was similar, the number of filled positions captured in this year's survey has declined from 920 to 870. The reported 870 positions constitute 75% of the total number of academic library professionals (1160) which we estimate hold positions in

Pennsylvania. The 1989 survey appears to indicate that we have made some progress in raising beginning professional salaries in Pennsylvania. For instance, almost 70% of libraries with established beginning professional salaries are now at the $20,000 level or above. Last year only 45% of reporting libraries met this condition. The competitiveness of the beginning professional salary is critical as the academic library profession in Pennsylvania struggles to replenish its numbers with those just entering librarianship.

In order to provide the reader with the clearest possible comparison of the 1988 and 1989 surveys a special compilation of some summary data for the seventy institutions that reported in each of the two years was run.

	1988	1989
Libraries Reporting in Both Years	70	70
Filled Positions	739	742
Average Salary	$31,840	$33,584
Median Salary	$29,974	$31,645
Average Years Experience	14.1	14.4
Median Years Experience	13.4	14.1

Thus, while the 1989 Pennsylvania average salary ($32,941 for 870 filled positions) exceeded the 1988 total survey average ($31,285 for 920 filled positions) by 5%, the sub-population of overlapping institutions demonstrates a slightly higher, 5.5% growth in average salary. The median salary in this sub-population grew 5.6% to $31,645. Overall staff size appears to be remaining stable (a stingy .5% growth) with only 3 more filled positions reported by the 70 institutions. The small growth in average years of experience (.3 yrs.) does indicate some turnover in this same group.

The Pennsylvania Library Association's College and Research Libraries Division is pleased to present this report as a tangible service to its membership. Please direct to me any questions that you may have about the data in this report.

Salvatore Meringolo, Chair
Salary Survey Committee
Pennsylvania State University

Zoya Jenks
Salary Survey Committee
Bucknell University

J. Daniel Vann, III
Salary Survey Committee
Bloomsburg University

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE A: DISTRIBUTION OF PROFESSIONAL STAFF BY SALARY BRACKET WITH ASSOCIATED STATISTICS

Salary Bracket	No. of Staff	Cum. %	Average Salary	Years Exp.	Median Salary	Years Exp.
$80,000 or more	6	1	$91,530	23.0	$87,750	21.5
70,000 - 79,999	6	1	73,836	18.5	73,216	18.5
60,000 - 69,999	8	2	64,212	30.0	64,086	26.5
55,000 - 59,999	18	4	56,717	22.3	56,758	22.0
50,000 - 54,999	24	7	52,020	22.4	49,012	21.3
48,000 - 49,999	12	9	48,810	23.7	48,602	24.3
46,000 - 47,999	18	11	46,669	22.6	46,542	19.5
44,000 - 45,999	31	14	44,670	20.5	44,480	20.0
42,000 - 43,999	24	17	42,908	21.3	42,904	23.0
40,000 - 41,999	34	21	40,866	21.2	40,932	21.0
38,000 - 39,999	39	25	38,909	17.4	39,067	19.2
36,000 - 37,999	48	31	36,808	19.5	36,596	20.5
34,000 - 35,999	57	37	35,169	17.1	35,150	16.4
32,000 - 33,999	72	46	32,792	14.3	32,677	13.2
30,000 - 31,999	70	54	30,924	14.9	30,905	14.7
29,000 - 29,999	44	59	29,492	11.8	29,501	10.3
28,000 - 28,999	43	64	28,379	11.7	28,400	10.2
27,000 - 27,999	44	69	27,375	11.2	27,330	9.0
26,000 - 26,999	37	73	26,428	9.8	26,375	9.6
25,000 - 25,999	39	78	25,426	9.1	25,401	8.6
24,000 - 24,999	36	82	24,483	8.9	24,401	7.7
23,000 - 23,999	34	86	23,451	8.8	23,400	5.8
22,000 - 22,999	36	90	22,375	6.6	23,366	4.0
21,000 - 21,999	23	92	21,371	5.6	21,365	3.4
20,000 - 20,999	18	94	20,441	9.3	20,499	7.5
19,000 - 19,999	14	96	19,338	9.4	19,270	5.5
18,000 - 18,999	11	97	18,352	7.4	18,305	8.0
17,000 - 17,999	6	98	17,429	4.0	17,103	2.0
16,000 - 16,999	6	99	16,557	4.2	16,764	2.5
less than 16,000	12	100	13,111	10.3	13,378	5.0
Total filled positions	**870**		**$32,941**	**14.2**	**$30,877**	**13.6**

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE B: DISTRIBUTION OF BEGINNING PROFESSIONAL SALARIES

Salary Bracket	Number of Libraries	Percent	Cum. %
$29,000 or more	2	2.4	2.4
28,000 - 28,999	3	3.6	6.0
27,000 - 27,999	2	2.4	8.4
26,000 - 26,999	2	2.4	10.8
25,000 - 25,999	5	6.0	16.9
24,000 - 24,999	6	7.2	24.1
23,000 - 23,999	4	4.8	28.9
22,000 - 22,999	7	8.4	37.3
21,000 - 21,999	11	13.3	50.6
20,000 - 20,999	15	18.1	68.7
19,000 - 19,999	11	13.3	81.9
18,000 - 18,999	7	8.4	90.4
17,000 - 17,999	4	4.8	95.2
16,000 - 16,999	2	2.4	97.6
Under 16,000	2	2.4	100.0

Libraries Reporting	**83**
Data not available	**10**
Total Libraries	**93**

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE C: DISTRIBUTION OF PROFESSIONAL STAFF BY EXPERIENCE COHORTS WITH SALARY MEANS AND MEDIANS

Experience Cohort	No. of Staff	Cum %	Average Salary	Median Salary
Over 35 years	10	1.2	$43,901	$41,569
32 - 35	15	2.9	36,616	34,640
28 - 31	46	8.3	41,330	38,057
24 - 27	66	15.9	40,891	40,513
20 - 23	111	28.8	38,421	36,291
16 - 19	126	43.2	37,526	33,913
12 - 15	131	58.2	33,002	32,000
8 - 11	120	71.9	29,124	28,001
4 - 7	128	86.6	27,129	27,301
0 - 3	117	100.0	23,357	23,099
Total Filled Positions	**870**		**32,941**	**30,877**

TABLE D: NUMBER AND AVERAGE SALARIES OF ACADEMIC LIBRARIANS BY YEARS OF EXPERIENCE

Experience Cohort	Total Staff	Men	Women	Combined Average	Men's Average	Women's Average
Over 35 years	10	3	7	$43,901	*	*
32 - 35	15	7	8	36,616	41,996	31,908
28 - 31	46	21	25	41,330	47,009	36,559
24 - 27	66	22	44	40,891	45,724	38,474
20 - 23	111	33	78	38,421	40,406	37,606
16 - 19	126	42	84	37,526	41,120	35,750
12 - 15	131	43	88	33,002	34,257	28,519
8 - 11	120	35	85	29,124	30,618	28,519
4 - 7	128	35	93	27,129	29,141	26,386
0 - 3	117	38	79	23,357	23,058	23,498
Total Filled Positions	**870**	**279**	**591**	**32,941**	**35,772**	**31,604**

* Salary information is not published for fewer than four individuals.

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE E: AVERAGE SALARY AND EXPERIENCE BY STANDARD METROPOLITAN AREA

SMSA	Average Salary	Years of Experience	No. of Staff
Philadelphia SMSA	31,973	14.0	366
Pittsburgh SMSA	32,706	13.3	121
Other Areas	33,940	15.2	383
All Areas	**32,941**	**14.2**	**870**

TABLE F: AVERAGE SALARY AND EXPERIENCE BY TYPE OF INSTITUTION

Institutional Control	No. of STAFF	AVERAGE SALARY	YEARS OF EXPERIENCE
Public	129	$40,173	18.1
State Related	234	35,516	14.1
Private, Non-sectarian	324	31,691	13.2
Private, Church Related	183	26,764	13.4
All Types	**870**	**32,941**	**14.2**

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE G: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY POSITION

	POSITION	Number of Staff Total	Men	Women	Average Salaries Combined	Men	Women
1.	Director	86	37	49	$42,841	$45,500	$40,832
2.	Assoc.& Asst. Director	42	18	24	41,845	43,179	40,845
3.	Head, Law/Medical Lib.	10	3	7	65,175	*	*
4.	Branch Head	47	18	29	36,376	37,632	35,597
5.	Functional Specialist	28	14	14	27,950	28,275	27,625
6.	Subject Specialist	44	16	28	33,817	35,210	33,031
7.	Dept. Head:Reference	30	8	22	32,781	31,289	33,324
8.	Cataloging	34	4	30	32,908	38,881	32,111
9.	Acquisition	34	14	20	33,240	37,857	30,007
10.	Serials	24	9	15	30,468	32,819	29,057
11.	Docs./Maps	6	1	5	32,967	*	*
12.	Circulation	20	5	15	29,945	35,711	28,023
13.	Spec. Coll.	10	6	4	34,717	38,775	28,632
14.	Public Serv.	21	5	16	32,703	41,775	29,868
15.	Tech.Servs.	31	4	27	30,554	32,554	30,258
16.	Systems	14	5	9	34,856	38,348	32,916
17.	Audio Visual	29	15	14	29,484	30,622	28,265
18.	Other Depts.	45	14	31	36,765	39,872	35,361
19.	Public Services	30	7	23	26,362	34,408	23,914
20.	Technical Services	13	2	11	29,432	*	*
21.	Reference	188	58	130	28,384	28,462	28,350
22.	Cataloger	71	11	60	28,284	33,621	27,305
23.	Other Positions	13	5	8	25,237	28,886	22,957
	Total Filled Positions	**870**	**279**	**591**	**32,941**	**35,772**	**31,604**

* Salary information is not published for fewer than four individuals.

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE H: NUMBER AND AVERAGE EXPERIENCE OF LIBRARIANS BY POSITION

	POSITION	Number of Staff			Average Experience		
		Total	Men	Women	Combined	Men	Women
1.	Director	86	37	49	18.5	19.3	17.9
2.	Assoc.& Asst. Director	42	18	24	17.0	17.4	16.8
3.	Head, Law/Medical Lib.	10	3	7	19.1	19.7	18.9
4.	Branch Head	47	18	29	17.3	17.4	17.2
5.	Functional Specialist	28	14	14	10.6	8.6	12.8
6.	Subject Specialist	44	16	28	12.9	11.6	13.6
7.	Dept. Hd: Reference	30	8	22	14.2	12.9	14.7
8.	Cataloging	34	4	30	13.4	17.0	12.9
9.	Acquisition	34	14	20	18.0	20.3	16.4
10.	Serials	24	9	15	14.8	13.4	15.7
11.	Docs./Maps	6	1	5	11.7	2.0	13.6
12.	Circulation	20	5	15	12.1	12.4	11.9
13.	Spec. Coll.	10	6	4	16.9	16.7	17.3
14.	Public Serv.	21	5	16	15.4	12.6	24.2
15.	Tech. Serv.	31	4	27	16.1	13.5	16.5
16.	Systems	14	5	9	10.3	8.2	11.4
17.	Audio Visu.	29	15	14	12.3	13.5	11.1
18.	Other Depts.	45	14	31	16.3	15.4	16.7
19.	Public Services	30	7	23	11.2	15.6	9.9
20.	Technical Services	13	2	11	11.0	4.5	12.2
21.	Reference	188	58	130	12.0	12.4	11.8
22.	Cataloger	71	11	60	13.2	15.4	12.9
23.	Other Positions	13	5	8	7.5	11.8	4.9
	Total Filled Positions	**870**	**279**	**591**	**14.2**	**14.8**	**13.9**

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE J: AVERAGE SALARY FOR EXPERIENCE COHORTS IN SELECTED POSITIONS

POSITION	0 - 3 years	4 - 7 years	8 - 11 years	12-15 years	16-19 years	20-23 years	24 or + years
Director	*	*	$32,888	$34,807	$47,444	$48,884	$49,382
Assist./Assoc. Dir.		28,905	35,050	39,480	43,511	45,858	49,553
Head, Branch	*	*	32,705	36,078	35,415	41,288	37,905
Subject Specialist	26,255	33,327	*	34,125	*	*	42,122
Functional Spec.	21,440	30,926	29,317	30,934	35,250	30,564	33,552
Head, Acquisitions	*	24,907	*	*	34,760	32,539	42,242
Head, Reference	19,175	*	30,062	34,804	36,324	39,784	*
Head, Cataloging	*	31,782	29,523	35,228	32,851	35,296	*
Head, Other Dept.	*	26,923	*	38,229	38,797	38,272	48,125
Reference	23,412	25,359	28,262	28,709	33,484	33,285	31,391
Cataloger	23,685	26,517	26,847	29,466	29,958	31,121	31,724

* Salary information is not published for fewer than four individuals.

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE K: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY SIZE OF PROFESSIONAL STAFF

	50 or more		16-49		5-15		1-4	
POSITION	**No.**	**Salary**	**No.**	**Salary**	**No.**	**Salary**	**No.**	**Salary**
1. Director	4	$92,046	2	*	37	$47,236	41	$33,097
2. Assist/Assoc Dir	17	53,183	5	41,169	15	32,685	4	28,920
3. Branch Head	41	36,758	0		6	33,770	0	
4. Subject Specialist	31	35,362	1	*	11	31,009	1	*
5. Functional Spec.	20	30,752	0		6	21,307	1	*
6. Dept. Head: Ref	7	37,358	1	*	18	32,139	4	28,229
7. Cataloging	9	36,471	2	*	21	31,008	2	*
8. Acquisitions	6	33,586	3	*	22	33,485	3	*
9. Serials	5	33,537	0		19	29,660	0	
10. Circulation	5	34,702	3	*	13	28,947	0	
11. Spec. Coll.	4	44,412	0		6	28,254	0	
12. Public Service	0		0		11	38,008	10	26,867
13. Technical Serv.	0		1	*	14	34,557	15	25,798
14. Audio Visual	0		3	*	22	30,178	4	22,433
15. Other	27	39,714	4	26,196	13	34,973	1	*
16. Reference	80	29,059	13	27,968	72	28,492	17	22,755
17. Cataloger	40	29,009	6	25,733	21	28,334	4	24,593
Total Filled Positions	**339**	**$35,254**	**48**	**$31,806**	**364**	**$32,652**	**119**	**$27,694**

* Salary information is not published for fewer than four individuals.

Note: The statistics for total filled positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation).

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE L: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS CATEGORY OF INSTITUTION

POSITION	Doctoral		Comprehensive		Baccalaureate		Two Year academic		Two Year non-academic	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	9	$70,356	29	$43,289	31	$36,672	14	$38,611	1	*
2. Assist/Assoc Director	24	48,646	10	33,520	6	31,958	1	*	0	
3. Branch Head	41	36,758	1	*	5	32,487	0		0	
4. Sub. Spec.	31	35,362	7	32,329	5	28,678	1	*	0	
5. Func.Spec.	20	30,752	5	21,669	1	*	1	*	0	
6. Dept.Hd. Ref.	8	36,501	13	32,597	7	31,287	2	*	0	
7. Catalog.	12	34,478	12	35,109	8	27,988	1	*	1	*
8. Acqui.	8	33,093	18	35,590	6	26,877	1	*	1	*
9. Service	5	33,537	12	30,564	6	27,795	1	*	0	
10. Circ.	8	32,618	6	26,804	4	30,154	1	*	1	*
11. Pub. Serv.	0		7	38,634	12	28,262	2	*		
12. Tech. Ser.	1	*	8	33,444	17	29,044	3	*	1	*
13. Audio Vis.	2	*	14	30,088	8	30,228	4	30,784	1	*
14. Other	29	38,987	12	34,503	2	*	1	*	1	*
15. Reference	90	28,852	47	29,085	26	23,470	16	29,475	3	*
16. Cataloger	44	28,760	15	29,043	10	26,120	2	*	0	
Total Filled Positions	**388**	**$34,830**	**240**	**$32,805**	**171**	**$29,103**	**61**	**$32,237**	**10**	**$32,600**

* Salary information is not published for fewer than four individuals.

Note: The statistics for total filled positions on the bottom line may represent more staff than the sum of the numbers listed in the table (See "Introduction" for explanation).

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE M: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY TYPE OF INSTITUTION

POSITION	Public		State Related		Private Non-Sectarian		Private Church Related	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	18	$49,408	3	*	31	$43,690	33	$34,602
2. Assist/Assoc. Dir.	1	*	10	54,584	27	38,874	4	30,213
3. Branch Head	1	*	32	37,025	12	35,634	2	*
4. Subject Specialist	5	33,831	23	35,748	12	32,135	4	27,738
5. Functional Specialist	1	*	9	32,816	13	27,671	4	21,956
6. Dept. Hd: Reference	7	40,964	5	36,127	10	29,834	8	27,214
7. Cataloging	6	39,448	7	35,491	15	30,598	6	29,128
8. Acquisition	7	44,559	4	33,060	15	30,890	8	27,830
9. Serials	7	38,141	3	*	8	26,770	6	25,432
10. Circulation	2	*	3	*	10	28,173	5	22,378
11. Spec. Coll.	0		4	44,412	5	29,045	1	*
12. Pub. Serv.	6	43,759	0		9	30,304	6	25,246
13. Tech. Serv.	5	38,191	0		12	32,287	14	26,341
14. Audio Visu.	7	38,058	0		12	27,327	10	26,070
15. Other	7	43,742	19	41,125	12	33,080	7	24,268
16. Reference	32	36,856	55	28,624	64	27,011	35	23,291
17. Cataloger	6	33,734	25	28,740	27	27,613	13	26,285
Total Filled Positions	**129**	**$40,173**	**234**	**$35,516**	**324**	**$31,691**	**183**	**$26,764**

* Salary information is not published for fewer than four individuals.

Note: The statistics for total filled positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation).

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE N: MINORITY DISTRIBUTION BY STANDARD METROPOLITAN AREA

SMA	Black	Hispanic	Asian/ Pacific Is.	Native American
Philadelphia	22	4	11	0
Pittsburgh	3	2	5	1
Other Areas	5	2	14	1
All Areas	**30**	**8**	**30**	**2**

TABLE P: NUMBER AND AVERAGE SALARY OF MINORITY LIBRARIANS BY POSITION

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	2	1	1	*	*	*
2. Assist/Assoc. Director	2	1	1	*	*	*
3. Branch Head	2	0	2	*		*
4. Functional Specialist	6	2	4	27,379	*	*
5. Subject Specialist	7	3	4	38,237	*	*
6. Dept. Head, Cataloging	2	0	2	*		*
7. Acquisition	2	2	0	*	*	
8. Circulation	2	0	2	*		*
9. Tech. Services	3	1	2	*	*	*
10. Audio Visual	3	1	2	*	*	*
11. Other	8	3	5	32,880	*	*
12. Public Services	3	1	2	*	*	*
13. Technical Services	1	1	0	*	*	
14. Reference	13	2	11	30,978	*	
15. Cataloger	12	1	11	29,216	*	
16. Other positions	1	0	1	*		*
Total Filled Positions	**69**	**19**	**50**	**31,796**	**37,482**	**29,636**

* Salary information is not published for fewer than four individuals.

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

TABLE Q: NUMBER AND AVERAGE EXPERIENCE OF MINORITY LIBRARIANS BY POSITION

	POSITION	Number of Staff Total	Men	Women	Average Experience Combined	Men	Women
1.	Director	2	1	1	17.0	10.0	24.0
2.	Assoc./Assist.Director	2	1	1	19.0	19.0	19.0
3.	Branch Head	2	0	2	26.0		26.0
4.	Functional Specialist	6	2	4	11.7	18.0	8.5
5.	Subject Specialist	7	3	4	14.4	12.0	16.3
6.	Dept. Hd.: Cataloging	2	0	2	8.0		8.0
7.	Acquisition	2	2	0	11.5	11.5	
8.	Circulation	2	0	2	15.0		15.0
9.	Tech.Serv.	3	1	2	22.7	18.0	25.0
10.	Audio Visu.	3	1	2	17.0	11.0	29.0
11.	Other Depts.	8	3	5	12.1	11.0	12.8
12.	Public Services	3	1	2	12.7	26.0	6.0
13.	Technical Services	1	1	0	11.0	11.0	
14.	Reference	13	2	11	9.2	2.5	10.5
15.	Cataloger	12	1	11	16.1	24.0	15.4
16.	Other positions	1	0	1	3.0		3.0
Total Filled Positions		69	19	50	13.7	15.8	12.9

Pennsylvania Library Association
1989 Salary Survey of Pennsylvania Academic Libraries

Table R: PARTICIPATING LIBRARIES

Academy of the New Church
Albright College
Annenberg Research Institute
Community College of Allegheny Co.
    Allegheny Campus
    Boyce Campus
Alvernia College
American College
Baptist Bible College
Beaver College
Bloomsburg University of PA
Bucknell University
Bucks County Community College
Butler County Community College
Cabrini College
Carlow College
Cedar Crest College
Cheyney University
Clarion University of Pennsylvania
Curtis Institute of Music
Delaware County Community College
Delaware Valley College of Science
Dickinson College
Dickinson School of Law
Drexel University
Eastern College
East Stroudsburg University
Franklin-Marshall College
Gannon University
Geneva College
Hahnemann University
Harrisburg Community College
Harcum Junior College
Haverford College
Holy Family College
Immaculata College
Juniata College
Keystone Junior College
Kings College
Kutztown University of PA.
Lackawanna Junior College
Lafayette College
Lancaster Bible College
Lancaster Theological Seminary
LaSalle University
Lebanon Valley College
Lock Haven University of PA.
Lutheran Theological Seminary
    Gettysburg
Luzerne County Community College
Lycoming College
Mansfield University of PA.
Mary Immaculate Seminary
Marywood College
Medical College of Pennsylvania
Mercyhurst College
Messiah College
Moore College of Art
Moravian College
Mount Aloysius Junior College
N.E. Christian Junior College
Northampton County Area Community
    College
Pennsylvania College of Optometry
Pennsylvania College of Technology
Pennsylvania State University
Philadelphia College of Pharmacy
    and Science
Philadelphia College of Textiles
    and Science
Pittsburgh Theological Seminary
Point Park College
Reformed Presbyterian Theological
    Seminary
Robert Morris College
Rosemont College
Seton Hill College
Shippensburg University of PA.
St. Charles Borromeo
St. Francis College
St. Josephs University
Susquehanna University
Swarthmore College
Temple University
Thaddeus Stevens State School
    of Technology
University of Pennsylvania
University of Pittsburgh
University of Scranton
University of the Arts
Valley Forge Military
    Academy/Junior College
Valley Forge Christian College
Villanova University
Washington & Jefferson College
Westminster College
Westmoreland County Community
    College
Widener University
Wilkes University
Wilson College
York College of Pennsylvania

Pennsylvania Library Association
Academic Library SALARY SURVEY 1989
Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit. Include, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, audiovisual professionals, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting. **Do not report the actual part-time salary paid.**

3. The purpose of the survey is to collect comparable data; therefore, salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. The questionnaire should be returned to Salvatore Meringolo, Pattee Library, Pennsylvania State University, University Park, PA 16802 by November 30, 1989. Please mark envelope PERSONAL AND CONFIDENTIAL. A postcard acknowledgement will be returned to you within two weeks of the receipt of the questionnaire. Please call 814-863-0325 if you DO NOT receive this confirmation.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with summary information for filled and temporarily vacant professional positions for the fiscal years of 1988-89 and 1989-90.

2. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional entry-level librarian, i.e., **no post-MLS experience.** Please use a figure which is **USED OR LIKELY TO BE USED** by your library.

3. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1989-90. In addition, information on sex, minority status, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets and number them if you cannot list all professional positions in the space provided.

2. The column to the left of the perforation labeled "Staff Member I.D." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. The order in which staff members are entered on the form is not important; enter them in the order most convenient for you.

3. After entering the identification of the individual, enter his/her salary as of July 1, 1989. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date. Please refer to general instructions before recording salaries.

4. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

5. Position code. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDRS	Head, Public or Readers Services
HDTS	Head, Technical Services
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Maps Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library Computer Systems

HDAV	Head, Media Center or Audio Visual Department
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both General and Specialized
REF	Reference Librarians, both General and Specialized
PUBS	Public Services, non-Supervisory, except Reference Librarians
TECH	Technical Services, non-Supervisory, except Catalogers

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: **Subject Specialists**, who primarily build collections (but may also offer specialized reference and bibliographic services); and **Functional Specialists**, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc., should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervisions and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

6. Sex. Indicate either **M** or **F**, for male and female, respectively, or **V** if the position is vacant.

7. Affirmative action status code. Indicate status by means of one of the following code numbers:

    1. Black
    2. Hispanic
    3. Asian or Pacific Islander
    4. American Indian or Native Alaskan
    5. Caucasian

8. Total years of professional experience. Define "professional" experience as indicated in the general instructions; for most professional staff members this will mean counting the years of experience since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

CONFIDENTIALITY OF INFORMATION

Confidentiality of information will be strictly maintained. No individual salaries will be reported. Salary statistics for individual institutions will be limited to beginning professional salary, average salary and median salary. Aggregate data only will be reported; for example, you will be able to compare salaries of your reference librarians with the average salaries of all reference librarians from the reporting institutions. However, information will be reported only in categories with four or more individuals. The submitted data will be retained for three years and will then be destroyed in a manner appropriate to confidential information.

Pennsylvania Library Association/CRDL
Academic Library SALARY SURVEY 1989

Library Questionnaire

Part 1: Summary Data

Reporting Library_____

Report prepared by (name)_____

Phone number_____ Date returned_____

1. Beginning professional salary for 1988-89 $_____

2. Beginning professional salary for 1989-90 $_____

3. Is your professional non-administrative staff part of a bargaining unit?

_____Yes

_____No

4. Does your professional non-administrative staff have:

_____ 1. Faculty status with academic rank
_____ 2. Faculty status without academic rank
_____ 3. Neither of above

5. Parent institution's status:

_____Public (state or county)

_____State related

_____Private, non-sectarian

_____Private, church-related

6. Parent institution's status (AAUP Categories):

Category I:
_____Doctoral

Category IIA:
_____Comprehensive

Category IIB:
_____Baccalaureate

Category III:
_____2 year with academic rank

Category IV:
_____2 year without academic rank

Please return the Salary Survey questionnaire by November 30, 1989 to Salvatore Meringolo, Pattee Library, University Park, PA 16802

PENNSYLVANIA LIBRARY ASSOCIATION/
COLLEGE AND RESEARCH LIBRARY DIVISION
SALARY SURVEY 1989

Office Use Only	

Library Questionnaire
Part II: Individual Data

Reporting Library _____

Sheet Number _____

Staff Member I.D. (Detach before mailing)	Seq. No.	Salary July 1, 1989*	Position Code*	Leave Blank	Sex M F V*	Affirm. Act. Status Code *	Total Years Prof. Exp. *
	1						
	2						
	3						
	4						
	5						
	6						
	7						
	8						
	9						
	10						
	11						
	12						
	13						
	14						
	15						
	16						
	17						
	18						
	19						
	20						

*(See instruction)

PENNSYLVANIA LIBRARY ASSOCIATION

COLLEGE AND RESEARCH LIBRARIES DIVISION

1990 SALARY SURVEY OF PENNSYLVANIA ACADEMIC LIBRARIES

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY THE PENNSYLVANIA LIBRARY ASSOCIATION, COLLEGE AND RESEARCH LIBRARIES DIVISION TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Pennsylvania Library Association

COLLEGE AND RESEARCH LIBRARIES DIVISION

1990 Salary Survey of Pennsylvania Academic Libraries

Introduction and Survey Administration
by
Ronald F. Dow
Pennsylvania State University

Data Compilation
by
Gordon Fretwell
University of Massachusetts

May 1991

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from
PLA Headquarters
3107 N. Front Street
Harrisburg, PA 17110

INTRODUCTION

This report represents the results of the third annual salary survey of the academic libraries of Pennsylvania. The survey is funded and sponsored by the College and Research Libraries Division of the Pennsylvania Library Association as a service to its membership.

Once again Gordon Fretwell of the University of Massachusetts has served as consultant to the project and taken responsibility for compiling the raw data into the tables that are the corpus of this document. Joyce Combs of Pennsylvania State University Libraries has once more provided essential support to the project both in terms of administrating the questionnaire and in disseminating the final document.

The survey itself continues to follow the ARL Salary Survey model. In Tables K, L, and M the number of positions listed in the bodies of the tables may not sum to the total positions noted at the bottom of each table. This is due to the suppression of data for some entire position categories where fewer than four cases were reported. As always, when displaying compiled data we have suppressed any data representing fewer than four cases so as to avoid compromising confidentiality. However, the total position count and the average salaries displayed at the bottom of these tables, corresponding to the heading "Total Filled Positions", does encompass all individuals in each category, including those position titles suppressed in the body of the table.

This year, questionnaires were sent to libraries at 143 two-year, baccalaureate, comprehensive, and doctoral granting colleges and university. Ninety three responded with data, a return rate of 65%. In total, 891 or 76.8% of the estimated 1160 academic library positions within the Commonwealth are represented by the survey results.

This is the third year for the survey and although ninety three libraries responded to the survey both this year and last, ten institutions that formally responded did not do so this year, while ten libraries which did not respond in 1989 choose to do so this year. Obviously this makes specific year to year comparisons difficult, but there can be little doubt as to the validity of longer term trends.

The biggest trend is toward bracket creep on the survey document itself. In 1988 the lowest salary bracket reported was "less than $14,000". In 1989 the bracket was moved to "less than $16,000". Meanwhile, the upper bracket has increased from "$75,000 or more" in 1988 to "$80,000" in 1989

and now to "$90,000 or more" in 1990. Unfortunately, salaries haven't quite kept pace with the brackets:

	1988	1989	% Increase	1990	% Increase
Average Salary	$31,285	$32,941	5.3%	$34,620	5.1%
Avg. top bracket	$82,113	$91,530	11.5%	$103,763	13.4%
Avg. low bracket	$12,042	$13,111	8.9%	$13,862	5.7%

The Pennsylvania Library Association's College and Research Libraries Division is pleased to present this report as a tangible service to its membership. Anecdotal evidence suggests that salary data linking positions to local market conditions, as this survey does, can be a significant tool in the hands of library directors campaigning for salary adjustments for professional librarians. For that reason, we would like to thank all who have contributed to this and past year surveys through timely submission of completed questionnaires. Please direct to me any questions that you may have concerning this survey or the incorporated data.

Ronald F. Dow
Pennsylvania State University
University Park, PA 16802

Table of Contents

Introduction:		ii
TABLE A:	Distribution of Professional Staff by Salary Bracket with Associated Statistics	1
TABLE B:	Distribution of Beginning Professional Salaries	2
TABLE C:	Distribution of Professional Staff by Experience Cohort with Salary Means and Medians	3
TABLE D:	Number and Average Salaries of Academic Librarians by Years of Experience	3
TABLE E:	Average Salaries and Experience of Academic Librarians by Metropolitan Area	4
TABLE F:	Number and Average Salaries and Experience of Librarians by Type of Institution	4
TABLE G:	Number and Average Salaries of Librarians by Position	5
TABLE H:	Number and Average Experience of Librarians by Position	6
TABLE J:	Average Salaries for Experience Cohorts in Selected Positions	7
TABLE K:	Number and Average Salaries of Librarians by Size of Professional Staff	8
TABLE L:	Number and Average Salaries of Librarians by AAUP Category	9
TABLE M:	Number and Average Salaries of Librarians by Type of Institution	10
TABLE N:	Distribution of Minority Librarians by Metropolitan Area	11
TABLE P:	Number and Average Salaries of Minority Librarians by Position	11
TABLE Q:	Number and Average Experience of Minority Librarians by Position	12
Appendix I:	Participating Libraries	
Appendix II:	1990 Academic Library SALARY SURVEY Questionnaire	

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE A: DISTRIBUTION OF PROFESSIONAL STAFF
BY SALARY BRACKET WITH ASSOCIATED STATISTICS

Salary Bracket	Number of Staff	Cumulative percent	Average Salary	Years exp.	Median Salary	Years exp.
$90,000 or more	4		$103,763	25.0	94,000	25.0
80,000 - 89,999	5	1	84,793	18.8	84,000	16.0
70,000 - 79,999	6	2	72,599	23.8	72,000	18.5
65,000 - 69,999	8	3	67,464	19.4	68,002	19.5
60,000 - 64,999	7	3	61,444	23.1	61,658	23.8
55,000 - 59,999	17	5	57,516	23.2	57,218	21.8
50,000 - 54,999	38	10	51,752	19.5	51,219	19.8
48,000 - 49,999	19	12	49,012	21.8	49,269	21.8
46,000 - 47,999	21	14	46,689	23.8	46,668	22.3
44,000 - 45,999	21	16	44,916	18.5	44,598	16.3
42,000 - 43,999	29	20	42,923	21.5	43,000	21.0
40,000 - 41,999	40	24	40,843	18.9	40,676	19.5
38,000 - 39,999	37	28	38,863	20.1	38,820	20.1
36,000 - 37,999	65	36	37,151	17.0	37,243	16.0
34,000 - 35,999	67	43	34,953	14.6	34,825	13.4
32,000 - 33,999	64	50	32,964	15.1	32,953	14.5
30,000 - 31,999	87	60	30,897	11.8	30,972	10.2
29,000 - 29,999	39	64	29,491	10.6	29,501	7.9
28,000 - 28,999	51	70	28,418	11.7	28,451	12.0
27,000 - 27,999	42	76	27,397	8.3	27,344	8.2
26,000 - 26,999	40	79	26,414	8.8	26,441	7.0
25,000 - 25,999	42	84	25,418	9.4	25,500	7.7
24,000 - 24,999	30	87	24,443	7.6	24,377	5.2
23,000 - 23,999	32	91	23,249	8.3	23,250	6.0
22,000 - 22,999	21	93	22,480	6.9	22,495	5.6
21,000 - 21,999	18	95	21,305	6.4	21,102	6.5
20,000 - 20,999	5	96	20,405	7.2	20,253	5.0
19,000 - 19,999	8	97	19,472	6.4	19,340	4.5
18,000 - 18,999	10	98	18,351	11.7	18,503	5.5
17,000 - 17,999	4	98	17,352	15.0	17,260	15.0
16,000 - 16,999	6	99	16,483	11.2	16,322	4.5
Less than 16,000	8	100	13,862	4.0	14,742	2.5
Total Filled Positions	**891**		**34,620**	**14.0**	**32,024**	**13.2**

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE B: DISTRIBUTION OF BEGINNING PROFESSIONAL SALARIES

Salary Bracket	Number of Libraries	Percent of Libraries	Cumulative Percent
$30,000 or more	2	2.6	2.6
29,000 - 29,999	0		2.6
28,000 - 28,999	3	3.8	6.4
27,000 - 27,999	3	3.8	10.3
26,000 - 26,999	4	5.1	15.4
25,000 - 25,999	8	10.3	25.6
24,000 - 24,999	12	15.4	41.0
23,000 - 23,999	9	11.5	52.6
22,000 - 23,999	9	11.5	64.1
21,000 - 21,999	7	9.0	73.1
20,000 - 20,999	8	10.3	83.3
19,000 - 19,999	3	3.8	87.2
18,000 - 18,999	3	3.8	91.0
17,000 - 17,999	1	1.3	92.3
16,000 - 16,999	2	2.6	94.9
Under 16,000	4	5.1	100.0

Libraries reporting	**78**	**Highest BPS**	**$34,251**
Data not available	**15**	**Lowest BPS**	**13,250**
Total Libraries in survey	**93**		

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE C: DISTRIBUTION OF PROFESSIONAL STAFF BY EXPERIENCE COHORT WITH SALARY MEANS AND MEDIANS

Experience Cohort	No. of Staff	Cumulative Percent	Average Salary	Median Salary
Over 35 years	13	1	$36,846	$34,750
32 - 35	21	4	39,742	38,731
28 - 31	39	8	36,890	46,234
24 - 27	72	16	44,558	41,704
20 - 23	96	27	39,701	37,906
16 - 19	120	41	37,538	34,277
12 - 15	153	58	35,091	33,920
8 - 11	125	72	30,766	30,029
4 - 7	139	87	28,400	27,999
0 - 3	113	100	26,159	25,220
Total Filled Positions	**891**		**34,620**	**32,024**

TABLE D: NUMBER AND AVERAGE SALARIES OF ACADEMIC LIBRARIANS BY YEARS OF EXPERIENCE

Experience Cohort	Total Staff	Men	Women	Combined Salary	Men's Average	Women's Average
Over 35 years	13	3	10	41,628	*	*
32 - 35	21	9	12	39,742	45,552	35,385
28 - 31	39	18	21	46,890	54,643	40,246
24 - 27	72	24	48	44,558	49,980	41,847
20 - 23	96	37	59	39,701	43,040	37,607
16 - 19	120	37	83	37,538	39,260	36,770
12 - 15	153	55	98	35,091	37,057	33,988
8 - 11	125	31	94	30,766	34,179	29,641
4 - 7	139	41	98	28,400	29,826	27,804
0 - 3	113	53	70	26,159	25,822	26,366
Total Filled Positions	**891**	**298**	**593**	**34,620**	**37,644**	**33,101**

* Salary information is not published for fewer than four individuals.

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE E: AVERAGE SALARIES AND EXPERIENCE BY METROPOLITAN AREA

SMSA	Average Salary	Years of Experience	Number of Professionals
Philadelphia	34,114	14.2	373
Pittsburgh	34,429	13.0	147
Other areas	35,205	14.3	371
ALL AREAS	**34,620**	**14.0**	**891**

TABLE F: NUMBER AND AVERAGE SALARIES AND EXPERIENCE BY TYPE OF INSTITUTION

Institutional Control	Average Salary	Years of Experience	Number of Professionals
Public	37,913	15.7	232
State Related	37,177	13.9	252
Private, Non-Sectarian	32,536	12.3	211
Private, Church Related	29,680	14.1	196
ALL TYPES	**34,620**	**14.0**	**891**

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE G: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY POSITION

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	83	43	40	$45,367	$48,671	$41,184
2. Assoc. & Asst. Director	50	19	31	44,509	45,717	43,768
3. Head, Law/Medical Library	11	3	8	66,673	*	*
4. Branch Head	53	19	34	38,571	39,969	37,790
5. Functional Specialist	43	19	24	32,264	32,632	31,973
6. Subject Specialist	39	13	26	34,803	38,249	33,080
7. Head: Reference	32	8	24	35,175	37,981	34,239
8. Cataloging	39	19	29	32,342	32,347	32,240
9. Acquisitions	30	10	20	35,360	40,080	33,000
10. Serials	18	9	9	34,994	37,304	32,684
11. Documents	7	1	6	34,530	*	*
12. Circulation	18	3	15	30,837	*	*
13. Special Collections	12	7	5	39,766	42,121	36,465
14. Public Services	22	5	17	32,048	41,778	29,186
15. Technical Services	31	5	26	31,431	35,625	30,625
16. Systems	13	6	7	35,872	37,151	34,776
17. Audio-Visual	25	13	12	32,270	34,812	29,516
18. Other Depts.	45	13	41	37,094	42,121	35,970
19. Public Services	25	6	19	27,686	30,520	26,791
20. Technical Services	14	1	13	26,721	*	*
21. Reference	196	63	133	27,150	27,396	27,060
22. Cataloger	67	15	52	28,228	29,478	27,867
23. Other Positions	43	19	24	30,065	32,721	27,962
Total Filled Positions	**891**	**298**	**593**	**34,620**	**37,644**	**33,101**

* Too few individuals to report salary information

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE H: NUMBER AND AVERAGE EXPERIENCE OF LIBRARIANS BY POSITION

POSITION	Number of Staff			Average Years Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	83	43	40	18.6	18.7	18.5
2. Assoc. & Asst. Director	50	19	31	18.8	17.4	19.6
3. Head, Law/Medical Library	11	3	8	19.1	20.0	18.8
4. Branch Head	53	19	34	16.7	17.5	16.2
5. Functional Specialist	43	19	24	11.3	11.5	11.1
6. Subject Specialist	39	13	26	14.3	15.8	13.5
7. Head: Reference	32	8	24	16.1	16.9	15.8
8. Cataloging	39	19	29	12.2	11.3	12.6
9. Acquisitions	30	10	20	18.1	20.5	16.9
10. Serials	18	9	9	17.7	14.9	20.4
11. Documents	7	1	6	12.6	3.0	14.2
12. Circulation	18	3	15	12.8	18.0	11.7
13. Special Collections	12	7	5	15.8	17.0	14.0
14. Public Services	22	5	17	12.5	20.2	10.2
15. Technical Services	31	5	26	14.0	12.8	14.2
16. Systems	13	6	7	10.9	10.3	11.4
17. Audio-Visual	25	13	12	13.0	15.5	10.3
18. Other Depts.	45	13	41	15.4	12.6	16.6
19. Public Services	25	6	19	11.7	10.7	12.1
20. Technical Services	14	1	13	10.9	2.0	11.6
21. Reference	196	63	133	11.1	11.2	11.0
22. Cataloger	67	15	52	12.0	9.3	12.8
23. Other Positions	43	19	24	13.0	14.3	12.0
Total Filled Positions	**891**	**298**	**593**	**14.0**	**14.4**	**13.8**

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE J: AVERAGE SALARIES FOR EXPERIENCE COHORTS IN SELECTED POSITIONS

POSITION	0 - 3 Years	4 - 7 years	8 - 11 years	12-15 years	16-19 years	20-23 years	24 or + years
Director	*	*	$37,180	$40,553	$43,262	$46,999	$56,567
Assist./Assoc. Director	*	*	38,121	39,835	46,733	50,440	42,109
Functional Specialist	27,092	29,671	33,608	*	36,084	*	42,551
Subject Specialist	29,044	32,488	32,002	38,547	*	*	42,397
Head, Acquisitions	*	*	*	33,532	35,528	36,233	44,531
Head Reference	*	*	33,233	36,023	*	38,002	42,058
Head, Cataloging	*	31,406	30,430	33,154	31,493	34,753	*
Head, Other Department	*	29,320	36,264	39,035	33,950	40,098	48,353
Reference	25,803	27,474	29,002	32,143	32,843	39,212	35,739
Cataloger	23,905	26,267	25,041	29,116	28,512	34,485	35,487

* Salary information is not published for fewer than four individuals.

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE K: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY SIZE OF PROFESSIONAL STAFF

POSITION	50 or more		16 - 49		5 - 15		1 - 4	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	3	*	5	$76,185	43	$46,382	32	$34,453
2. Assist/Assoc Dir	24	54,596	4	45,598	18	33,944	4	30,438
3. Branch Head	44	39,672	4	34,097	5	32,463	0	
4. Subj. Specialist	29	35,913	2	*	8	30,706	0	
5. Functional Spec.	34	33,265	2	*	6	31,020	1	*
6. Dept. Head: Ref.	6	38,856	3	*	19	35,063	4	31,068
7. Cataloging	15	34,825	3	*	17	31,642	4	25,625
8. Acquisitions	6	38,294	3	*	19	35,442	2	*
9. Serials	4	33,420	1	*	13	36,180	0	
10. Circulation	6	35,966	2	*	10	29,007	0	
11. Spec. Collns	4	47,453	3	*	5	34,490	0	
12. Public Svcs	0		0		15	35,261	7	25,164
13. Tech. Svcs	0		3	*	20	30,850	8	28,280
14. A/V	0		3	*	19	32,469	3	*
15. Other Dept.	23	39,049	10	32,132	12	37,482	0	
16. Reference	82	30,414	22	28,385	81	30,541	11	29,500
17. Cataloger	36	29,887	12	27,042	13	27,472	6	22,283
Total Filled Positions	**353**	**36,805**	**96**	**33,779**	**353**	**33,857**	**89**	**29,888**

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See Introduction for explanation.)

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE L: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY AAUP CATEGORY

POSITION	Doctoral		Comprehensive		Baccalaureate		Two Year Academic		Two Year Non-academic	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	8	$78,696	27	$48,110	28	$39,336	15	$40,079	2	*
2. Assist/Assoc Dir	28	52,861	7	39,093	11	31,589	3	*	1	*
3. Branch Head	48	39,208	1	*	4	34,717	0		0	
4. Subj. Specialist	29	35,913	8	32,171	2	*	0		0	
5. Functional Spec.	34	33,265	5	28,969	2	*	2	*	0	
6. Dept. Head: Ref.	7	38,156	13	34,858	9	33,556	2	*	0	
7. Cataloging	19	34,392	12	32,090	7	27,685	1	*	0	
8. Acquisitions	8	36,834	14	36,516	7	31,072	1	*	0	
9. Serials	5	31,910	7	41,373	5	30,796	1	*	0	
10. Circulation	7	35,171	7	26,969	1	*	2	*	0	
11. Spec. Collns	6	44,409	1	*	4	37,420	1	*	0	
12. Public Svcs	1	*	10	36,508	10	28,692	1	*	0	
13. Tech. Svcs	2	*	13	34,574	12	29,050	3	*	0	
14. A/V	1	*	13	33,523	6	30,643	5	31,916	0	
15. Other Dept.	25	40,122	16	34,067	2	*	2	*	0	
16. Reference	96	30,079	51	31,154	26	26,001	22	33,558	0	
17. Cataloger	42	29,184	12	29,142	11	25,227	1	*	1	*
Total Filled Positions	**418**	**36,438**	**237**	**34,649**	**156**	**30,800**	**66**	**32,765**	**4**	**23,491**

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See Introduction for explanation.)

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE M: NUMBER AND AVERAGE SALARIES OF LIBRARIANS BY TYPE OF INSTITUTION

POSITION	Public		State Related		Private Non-Sectarian		Church Related	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	16	$54,171	4	$67,615	26	$48,279	37	$37,108
2. Assist/Assoc Dir	13	50,137	14	55,801	14	37,610	9	29,543
3. Branch Head	10	37,028	34	40,450	7	33,972	2	*
4. Subj. Specialist	14	32,170	21	37,539	0		4	29,652
5. Functional Spec.	14	29,456	22	34,841	3	*	4	34,058
6. Dept. Head: Ref.	8	43,733	5	36,976	9	30,539	10	31,599
7. Cataloging	6	35,003	12	34,677	11	31,044	10	29,370
8. Acquisitions	7	43,169	4	39,185	11	33,130	8	29,681
9. Serials	8	41,200	2	*	5	27,664	3	*
10. Circulation	8	34,072	3	*	4	27,387	3	*
11. Spec. Collns	1	*	4	47,453	6	32,516	1	*
12. Public Svcs	5	42,959	0		7	33,204	10	25,784
13. Tech. Svcs	6	32,738	0		9	35,523	16	28,640
14. A/V	6	41,506	0		9	29,500	10	29,221
15. Other Dept.	21	36,813	15	39,776	4	39,494	5	28,314
16. Reference	54	34,912	63	30,577	44	26,398	35	26,941
17. Cataloger	21	30,463	19	29,431	13	26,483	14	24,863
Total Filled Positions	**232**	**37,913**	**252**	**37,177**	**211**	**32,536**	**196**	**29,680**

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See Introduction for explanation.)

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE N: DISTRIBUTION OF MINORITY LIBRARIANS BY METROPOLITAN AREA

SMSA	Black	Hispanic	Asian/ Pacific Island	Native American
Philadelphia	26	5	14	0
Pittsburgh	4	2	6	2
Other areas	6	3	15	0
All Areas	**34**	**10**	**35**	**2**

TABLE P: NUMBER AND AVERAGE SALARY OF MINORITY LIBRARIANS BY POSITION

POSITION	Number of Staff Total	Men	Women	Average Salaries Combined	Men	Women
1. Director	3	1	2	*	*	*
2. Assoc. & Asst. Director	3	2	1	*	*	*
3. Branch Head	3	0	3	*	*	*
4. Functional Specialist	8	4	4	$30,756	33,156	28,356
5. Subject Specialist	7	2	5	37,569	*	*
6. Head: Reference	3	1	2	*	*	*
7. Cataloging	3	0	3	*		*
8. Acquisitions	1	1	0	*	*	
9. Serials	2	2	0	*	*	
10. Documents	1	0	1	*	*	*
11. Circulation	3	0	3	*	*	*
12. Special Collections	2	1	1	*	*	*
13. Public Services	2	0	2	*		*
14. Technical Services	2	0	2	*		*
15. Systems	1	0	1	*		*
16. Audio-Visual	2	1	1	*	*	*
17. Other Depts.	6	4	2	38,450	*	*
18. Technical Services	3	0	3	*		*
19. Reference	17	4	13	32,261	31,648	32,449
20. Cataloger	11	1	10	29,533	*	*
21. Other Positions	43	19	24	30,065	32,721	27,962
Total Filled Positions	**83**	**22**	**61**	**33,898**	**39,699**	**31,816**

* Too few individuals to report salary information

Pennsylvania Library Association
1990 Salary Survey of Pennsylvania Academic Libraries

TABLE Q: NUMBER AND AVERAGE EXPERIENCE OF MINORITY LIBRARIANS BY POSITION

	POSITION	Number of Staff			Average Years Experience		
		Total	Men	Women	Combined	Men	Women
1.	Director	3	1	2	16.7	25.0	12.5
2.	Assoc. & Asst. Director	3	2	1	24.7	24.5	25.0
3.	Branch Head	3	0	3	25.0		25.0
4.	Functional Specialist	8	4	4	10.1	14.5	5.8
5.	Subject Specialist	7	2	5	13.7	18.0	12.0
6.	Head: Reference	3	1	2	27.0	25.0	28.0
7.	Cataloging	3	0	3	12.7		12.7
8.	Acquisitions	1	1	0	5.0	5.0	
9.	Serials	2	2	0	21.0	21.0	
10.	Documents	1	0	1	9.0		9.0
11.	Circulation	3	0	3	19.7		19.7
12.	Special Collections	2	1	1	11.5	8.0	15.0
13.	Public Services	2	0	2	10.0		10.0
14.	Technical Services	2	0	2	19.5		19.5
15.	Systems	1	0	1	4.0		4.0
16.	Audio-Visual	2	1	1	18.5	30.0	7.0
17.	Other Depts.	6	4	2	14.3	17.5	12.8
18.	Technical Services	3	0	3	9.3		9.3
19.	Reference	17	4	13	11.1	11.8	10.9
20.	Cataloger	11	1	10	13.8	25.0	12.7
21.	Other Positions	43	19	24	12.6	13.1	12.2
	Total Filled Positions	**83**	**22**	**61**	**14.3**	**17.5**	**13.2**

Appendix I: Participating Libraries

Academy of the New Church
Albright College
Allegheny County Community College
Alvernia College
American College
Baptist Bible College
Beaver College
Bloomsburg University of Pennsylvania
Bryn Mawr College
Bucks County Community College
Butler County Community College
Carlow College
Carnegie Mellon University
Cedar Crest College
Chestnut Hill College
Cheyney University
Clarion University of Pennsylvania
Curtis Institute of Music
Delaware Valley College of Science
Dickinson College
Dickinson School of Law
Drexel University
East Stroudsburg University
Eastern College
Elizabethtown College
Franklin & Marshall College
Geneva College
Hahnemann University
Harcum Junior College
Harrisburg Community College
Haverford College
Holy Family College
Immaculata College
Juniata College
Keystone Junior College
Kings College
Kutztown University
Lackawanna Junior College
Lafayette College
Lancaster Bible College
Lancaster Theological Seminary
LaSalle University
Lebanon Valley College
Lehigh County Community College
Lock Haven University of Pennsylvania
Lutheran Theological Seminary,Gettysburg
Lutheran Theological Seminary, Philadelphia
Luzerne County Community College
Lycoming College
Mansfield University of Pennsylvania
Mary Immaculate Seminary
Marywood College
Medical College of Pennsylvania
Mercyhurst College
Messiah College
Moravian College
Mount Aloysius Junior College
Neumann College
Pennsylvania College of Optometry
Pennsylvania College of Podiatry
Pennsylvania College of Technology
Pennsylvania State University
Philadelphia College of Pharmacy and Science
Philadelphia College of Textiles and Science
Pinebrook Junior College
Pittsburgh Theological Seminary
Point Park College
Reading Area Community College
Reformed Presbyterian Theological Seminary
Robert Morris College
Rosemont College
St. Charles Borromeo College
St. Francis College
St. Joseph's University
Shippensburg University of Pennsylvania
Susquehanna University
Temple University
Thaddeus Stevens State School of Technology
University of Pennsylvania
University of Pittsburgh
University of Scranton
University of the Arts
Ursinus College
Valley Forge Christian College
Valley Forge Military Academy/Junior College
Villanova University
Washington & Jefferson College
Westminster College
Westmoreland County Community College
Widener University
Wilkes University
Wilson College
York College of Pennsylvania

Pennsylvania Library Association
Academic Library SALARY SURVEY 1990
Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit. Include, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, audiovisual professionals, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting. **Do not report the actual part-time salary paid.**

3. The purpose of the survey is to collect comparable data; therefore, salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. The questionnaire should be returned to Ronald F. Dow, Pattee Library, Pennsylvania State University, University Park, PA 16802 by November 30, 1990. Please mark envelope PERSONAL AND CONFIDENTIAL. A postcard acknowledgement will be returned to you within two weeks of the receipt of the questionnaire. Please call 814-863-0325 if you DO NOT receive this confirmation.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with summary information for filled and temporarily vacant professional positions for the fiscal years of 1989-90 and 1990-91.

2. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional entry-level librarian, i.e., **no post-MLS experience.** Please use a figure which is **USED OR LIKELY TO BE USED** by your library.

3. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1990-91. In addition, information on sex, minority status, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets and number them if you cannot list all professional positions in the space provided.

2. The column to the left of the perforation labeled "Staff Member I.D." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. The order in which staff members are entered on the form is not important; enter them in the order most convenient for you.

3. After entering the identification of the individual, enter his/her salary as of July 1, 1990. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date. Please refer to general instructions before recording salaries.

4. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

5. Position code. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDRS	Head, Public or Readers Services
HDTS	Head, Technical Services
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Maps Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library Computer Systems

HDAV	Head, Media Center or Audio Visual Department
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both General and Specialized
REF	Reference Librarians, both General and Specialized
PUBS	Public Services, non-Supervisory, except Reference Librarians
TECH	Technical Services, non-Supervisory, except Catalogers

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: **Subject Specialists**, who primarily build collections (but may also offer specialized reference and bibliographic services); and **Functional Specialists**, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc., should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervisions and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

6. Sex. Indicate either **M** or **F**, for male and female, respectively, or **V** if the position is vacant.

7. Affirmative action status code. Indicate status by means of one of the following code numbers:

    1. Black
    2. Hispanic
    3. Asian or Pacific Islander
    4. American Indian or Native Alaskan
    5. Caucasian

8. Total years of professional experience. Define "professional" experience as indicated in the general instructions; for most professional staff members this will mean counting the years of experience since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

CONFIDENTIALITY OF INFORMATION

Confidentiality of information will be strictly maintained. No individual salaries will be reported. Salary statistics for individual institutions will be limited to beginning professional salary, average salary and median salary. Aggregate data only will be reported; for example, you will be able to compare salaries of your reference librarians with the average salaries of all reference librarians from the reporting institutions. However, information will be reported only in categories with four or more individuals. The submitted data will be retained for three years and will then be destroyed in a manner appropriate to confidential information.

Pennsylvania Library Association/CRDL
Academic Library SALARY SURVEY 1990

Library Questionnaire

Part 1: Summary Data

Reporting Library_____

Report prepared by (name)_____

Phone number_____ Date returned_____

1. Beginning professional salary for 1989-90 $_____

2. Beginning professional salary for 1990-91 $_____

3. Is your professional non-administrative staff part of a bargaining unit?

   _____Yes

   _____No

4. Does your professional non-administrative staff have:

   _____ 1. Faculty status with academic rank
   _____ 2. Faculty status without academic rank
   _____ 3. Neither of above

5. Parent institution's status:

   _____Public (state or county)

   _____State related

   _____Private, non-sectarian

   _____Private, church-related

6. Parent institution's status (AAUP Categories):

   Category I:
   _____Doctoral

   Category IIA:
   _____Comprehensive

   Category IIB:
   _____Baccalaureate

   Category III:
   _____2 year with academic rank

   Category IV:
   _____2 year without academic rank

Please return the Salary Survey questionnaire by November 30, 1990 to Ronald F. Dow, Pattee Library, University Park, PA 16802

PENNSYLVANIA LIBRARY ASSOCIATION/
COLLEGE AND RESEARCH LIBRARY DIVISION
SALARY SURVEY 1990

Office Use Only	

Library Questionnaire
Part II: Individual Data

Reporting Library _____

Sheet Number _____

Staff Member I.D. (Detach before mailing)	Seq. No.	Salary July 1, 1990*	Position Code*	Leave Blank	Sex M F V*	Affirm. Act. Status Code *	Total Years Prof. Exp. *
	1						
	2						
	3						
	4						
	5						
	6						
	7						
	8						
	9						
	10						
	11						
	12						
	13						
	14						
	15						
	16						
	17						
	18						
	19						
	20						

*(See instruction)

PENNSYLVANIA LIBRARY ASSOCIATION

COLLEGE AND RESEARCH LIBRARIES DIVISION

1991 SALARY SURVEY OF PENNSYLVANIA ACADEMIC LIBRARIES

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY THE PENNSYLVANIA LIBRARY ASSOCIATION, COLLEGE AND RESEARCH LIBRARIES DIVISION TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

Pennsylvania Library Association

College and Research Libraries Division

1991 SALARY SURVEY OF PENNSYLVANIA ACADEMIC LIBRARIES

Introduction and Survey Administration
by
Ronald F. Dow
Pennsylvania State University

Data Compilation
by
Gordon Fretwell
University of Massachusetts

September 1992

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from
PLA Headquarters
3107 N. Front Street
Harrisburg, PA 17110

INTRODUCTION

This is the report of the forth annual salary survey of the academic libraries of Pennsylvania. The survey is funded and sponsored by the College and Research Libraries Division of the Pennsylvania Library Association (PLA) as a service to its membership and the academic librarians of the Commonwealth.

Once again Gordon Fretwell of the University of Massachusetts has served as consultant to the project and taken responsibility for compiling the raw data that are the corpus of this document. Joyce Combs of Pennsylvania State University Libraries has once more provided essential support to the project both in terms of administrating the questionnaire and in disseminating the final document.

The survey itself continues to follow the ARL Salary Survey model. In some tables the number of positions listed in the bodies of the tables may not sum to the total positions noted at the bottom of each table. This is due to the suppression of data for some entire position categories where fewer than four cases were reported. As always, when displaying compiled data we have suppressed any data representing fewer than four cases so as to avoid compromising confidentiality. However, the total position count and the average salaries displayed at the bottom of these tables, corresponding to the heading "Total Filled Positions", does encompass all individuals in each category, including those position titles suppressed in the body of the table. It should also be noted that not all respondents provided full data. Some totals are affected by these instances of incomplete reporting.

This year questionnaires were sent to libraries at 143 two-year, baccalaureate, comprehensive, and doctoral granting colleges and universities. Responses were received from 89 institutions, a return rate of 62%. In total, 842 or 72.6% of the estimated 1160 academic library positions within the Commonwealth are represented by the survey results.

This is the fourth year for the survey and although 89 libraries responded to the survey there is a 38% change in the institutions responding from last year--15 new respondents were added and 19 former respondents failed to reply. Obviously this makes specific year to year comparisons difficult, yet we continue to believe that the data are in themselves valuable for institutional comparisons and other administrative purposes.

The Pennsylvania Library Association's College and Research Libraries Division is pleased to present this report as a tangible service to its membership. Anecdotal evidence suggests that salary data linking positions to local market conditions, as this survey does, can be a significant tool in the hands of library directors campaigning for salary adjustments for professional librarians. For that reason, we would like to thank all who have contributed to this and past years surveys through timely submission of completed questionnaires. Please direct to me any questions that you may have concerning this survey or the incorporated data.

Ronald F. Dow
Pennsylvania State University
University Park, PA 16802

Table of Contents

		Page
Introduction:		ii
Table A:	Distribution of Professional Staff by Salary Bracket with Associated Statistics	1
Table B:	Distribution of Beginning Professional Salaries	2
Table C:	Distribution of Professional Staff By Experience Cohort with Salary Means and Medians	3
Table D:	Number and Average Salaries of Academic Librarians by Years of Experience	3
Table E:	Average Salaries and Experience by Metropolitan Area	4
Table F:	Number and Average Salaries and Experience By Type of Institution	4
Table G:	Number and Average Salaries of Librarians by Position	5
Table H:	Number and Average Experience of Librarians by Position	6
Table J:	Average Salaries for Experience Cohorts in Selected Positions	7
Table K:	Number and Average Salaries of Librarians by Size of Professional Staff	8
Table L:	Number and Average Salaries of Librarians by AAUP Category	9
Table M:	Number and Average Salaries of Librarians by Type of Institution	10
Table N:	Number and Average Salary of Minority Librarians by Position	11
Table P:	Distribution of Minority Librarians by Metropolitan Area	11
Table Q:	Number and Average Experience of Minority Librarians by Position	12
Appendix I:	Participating Libraries	13
Appendix II:	1991 Academic Library SALARY SURVEY Questionnaire	

Table A: Distribution of Professional Staff by Salary Bracket with Associated Statistics

Salary Bracket	Number of Staff	Cumulative Percent	Average Salary	Avg. Years Experience	Median Salary	Med. Yrs. Experience
$90,000 or more	1	0%	$90,000	20	$90,000	20
$80,000 - 89,999	2	0%	$82,090	25.5	$82,090	26
$70,000 - 79,999	10	2%	$72,482	26	$71,380	25
$65,000 - 69,999	7	2%	$65,582	24.3	$65,064	24
$60,000 - 64,999	14	4%	$61,929	25.1	$61,538	27
$55,000 - 59,999	24	7%	$57,177	21.9	$59,984	22
$50,000 - 54,999	38	11%	$51,962	22.1	$51,888	22
$48,000 - 49,999	17	13%	$48,859	18.7	$48,887	22
$46,000 - 47,999	30	17%	$46,868	18.7	$46,901	20
$44,000 - 45,999	21	20%	$45,051	21.5	$45,000	22
$42,000 - 43,999	33	23%	$42,806	17.1	$43,160	17
$40,000 - 41,999	48	29%	$40,846	20.3	$40,825	20
$38,000 - 39,999	56	36%	$38,827	15.9	$38,742	17
$36,000 - 37,999	55	42%	$36,843	16.5	$36,855	16
$34,000 - 35,999	64	50%	$34,884	13.6	$34,904	14
$32,000 - 33,999	67	58%	$33,028	15.7	$32,928	16
$30,000 - 31,999	72	66%	$30,976	11.3	$31,015	9
$29,000 - 29,999	37	71%	$29,457	8.6	$29,400	8
$28,000 - 28,999	32	75%	$28,414	9.7	$28,398	10
$27,000 - 27,999	30	78%	$27,456	9.3	$27,500	8
$26,000 - 26,999	34	82%	$26,418	6.4	$26,388	4
$25,000 - 25,999	23	85%	$25,424	9.3	$25,480	6
$24,000 - 24,999	25	88%	$24,340	5.5	$24,375	5
$23,000 - 23,999	20	90%	$23,443	6.4	$23,338	6
$22,000 - 22,999	13	92%	$22,404	5.5	$22,400	5
$21,000 - 21,999	10	93%	$21,479	10.4	$21,450	13
$20,000 - 20,999	17	95%	$20,480	3.9	$20,600	4
$19,000 - 19,999	10	96%	$19,529	10.2	$19,500	6
$18,000 - 18,999	9	97%	$18,380	5.3	$18,314	5
$17,000 - 17,999	5	98%	$17,474	5.2	$17,550	4
$16,000 - 16,999	6	99%	$16,104	8.5	$16,012	8
Less than $16,000	12	100%	$13,235	3.9	$13,428	2
Total Surveyed Positions and Averages	842		$35,695	13.9	$33,967	14

Table B: Distribution of Beginning Professional Salaries

Salary Bracket	Number of Libraries	Percent of Libraries
$30,000 or more	5	6.70%
$29,000 - $29,999	5	5.40%
$28,000 - $28,999	3	4.00%
$27,000 - $27,999	3	4.00%
$26,000 - $26,999	2	2.70%
$25,000 - $25,999	11	14.80%
$24,000 - $24,999	7	9.40%
$23,000 - $23,999	7	9.40%
$22,000 - $22,999	8	10.80%
$21,000 - $21,999	7	9.40%
$20,000 - $20,999	7	9.40%
$19,000 - $19,999	1	1.30%
$18,000 - $18,999	5	6.70%
$17,000 - $17,999	1	1.30%
$16,000 - $16,999	1	1.30%
Under $16,000	2	2.70%

Libraries Reporting	74	Median Range	$23,000
Data not Provided	15		
Total Surveyed Libraries	89		

Table C: Distribution of Professional Staff By Experience Cohort with Salary Means and Medians

Experience Cohort	Number of Staff	Average Salary	Median Salary
Over 35 Years	17	$42,163	$40,660
32 - 35	18	$46,110	$39,938
28 - 31	37	$48,416	$46,727
24 - 27	69	$43,610	$41,035
20 - 23	113	$42,675	$40,364
16 - 19	104	$38,589	$35,980
12 - 15	112	$36,156	$35,953
8 - 11	99	$31,131	$30,760
4 - 7	143	$28,770	$28,150
0 - 3	91	$25,473	$25,000
Total Positions and Averages	803	$38,309	

Table D: Number and Average Salaries of Academic Librarians by Years of Experience

Experience Cohort	Total Staff	Men	Women	Combined Salary	Men's Average	Women's Average
Over 35 Years	17	8	9	$42,163	$48,049	$36,930
32 - 35	18	12	6	$46,110	$46,948	$51,299
28 - 31	37	18	19	$48,416	$46,094	$50,617
24 - 27	69	36	33	$43,610	$42,994	$44,281
20 - 23	113	53	60	$42,675	$43,934	$41,562
16 - 19	104	35	69	$38,589	$39,503	$38,125
12 - 15	112	51	61	$36,156	$39,551	$33,318
8 - 11	99	40	59	$31,131	$31,946	$30,578
4 - 7	143	69	74	$28,770	$30,732	$26,940
0 - 3	91	37	54	$25,473	$26,841	$24,536
Total Positions and Averages	803	359	444	$38,309	$39,659	$37,819

Note: The Statistics for Total Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table E: Average Salaries and Experience by Metropolitan Area

SMSA	Average Salary	Years of Experience	Number of Professionals
Philadelphia	$34,626	14.2	383
Pittsburgh	$30,016	14.1	52
Other Areas	$37,942	15.1	407
All Areas	$35,695	13.9	842

Table F: Number and Average Salaries and Experience By Type of Institution

Institutional Control	Average Salary	Years of Experience	Number of Professionals
Public	$44,038	18.5	132
State Related	$38,607	15	185
Private, Non-Sectarian	$35,163	14	304
Private, Church Related	$29,956	13	221
All Types	$35,695	13.9	842

Table G: Number and Average Salaries of Librarians by Position

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	79	36	43	$45,390	$47,997	$43,208
Associate Director	15	7	8	$45,433	$44,885	$45,912
Assistant Director	19	6	13	$44,853	$44,022	$45,237
Head, Medical Library	4	2	2	$70,615	*	*
Head, Law Library	1	0	1	*	*	*
Branch Head	33	18	15	$37,505	$36,393	$38,839
Functional Specialist	39	17	22	$33,652	$34,793	$32,771
Subject Specialist	29	19	10	$35,181	$35,290	$34,973
Head, Reference	32	10	22	$37,234	$40,676	$35,670
Head, Cataloging	27	11	16	$36,799	$39,532	$34,920
Head, Acquisitions	29	15	14	$37,635	$42,528	$32,394
Head, Serials	18	10	8	$34,222	$37,875	$29,656
Head, Documents	4	2	2	$38,850	*	*
Head, Circulation	20	7	13	$32,975	$42,200	$28,008
Head, Rare Books/MSS	10	2	8	$36,815	$26,388	$39,422
Head, Other	27	11	16	$36,747	$36,226	$37,106
Head, Audio-Visual	24	13	11	$32,869	$37,108	$27,859
Public Services	56	30	26	$38,616	$41,794	$34,950
Technical Services	34	22	12	$29,802	$30,441	$28,633
Administrative Services	6	5	1	$32,178	*	*
Reference Librarian	115	37	78	$33,836	$32,714	$34,368
Cataloger	104	52	52	$30,775	$31,942	$29,607
Head, Computer Systems	36	22	14	$34,328	$35,171	$33,003
Head, Technical Services	34	7	27	$34,694	$40,553	$33,175
Head, Public Services	24	5	19	$32,562	$31,833	$32,754
Other	8	2	6	$30,636	*	$32,746
Total Filled Positions	827	368	459	$36,078	$37,398	$35,020

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table H: Number and Average Experience of Librarians by Position

Position	# of Staff			Average Years Experience		
	Total	Men	Women	Combined	Men	Women
Director	79	36	43	19.5	19.4	19.7
Associate Director	15	7	8	16.7	16	17.4
Assistant Director	19	6	13	19.5	20	19.2
Head, Medical Library	4	2	2	22.8	25.5	20
Head, Law Library	1	0	1	31	0	31
Branch Head	33	18	15	15.5	13.9	17.3
Functional Specialist	39	17	22	12.2	10.5	13.4
Subject Specialist	29	19	10	16.8	17.7	15
Head, Reference	32	10	22	16.1	17.9	15.2
Head, Cataloging	27	11	16	14.6	13.5	15.3
Head, Acquisitions	29	15	14	19.6	22.9	16.2
Head, Serials	18	10	8	15.6	17.9	13.1
Head, Documents	4	2	2	13.5	10	17
Head, Circulation	20	7	13	12.4	18.1	9.3
Head, Rare Books/MSS	10	2	8	15.3	6.5	17.5
Head, Other	27	11	16	15	11.7	17.1
Head, Audio-Visual	24	13	11	11.6	13.8	8.6
Public Services	56	30	26	15.6	16.6	14.5
Technical Services	34	22	12	12.8	14.6	9.4
Administrative Services	6	5	1	11.5	13.2	3
Reference Librarian	115	37	78	12.2	11.7	12.5
Cataloger	104	52	52	10.9	10.9	10.9
Head, Computer Systems	36	22	14	14.6	16.9	11.1
Head, Technical Services	34	7	27	15.1	17	14.7
Head, Public Services	24	5	19	13.5	15.6	12.9
Other	8	2	6	20.4	20	17.6
Total Filled Positions	827	368	459	14.6	15.1	14.2

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table J: Average Salaries for Experience Cohorts in Selected Positions

Position	0 - 3 Years	4 - 7 Years	8 - 11 Years	12 - 15 Years	16 - 19 Years	20 - 23 Years	24+ Years
Director	*	*	$35,976	$40,303	$42,671	$50,376	$51,576
Associate Director	*	*	$30,663	$38,273	$56,906	$46,775	$55,762
Functional Specialist	$31,056	$32,665	$35,266	*	$34,877	*	$41,779
Subject Specialist	$27,600	$35,006	$31,532	$37,956	*	*	$40,843
Head, Acquisitions	*	*	$24,400	$40,774	$32,124	$39,863	$42,361
Head, Reference	$20,283	$30,652	$33,267	$36,550	*	$39,046	$47,452
Head, Cataloging	$40,272	$32,074	$43,397	$46,497	$32,505	$40,150	*
Head, Serials	$28,595	$29,174	$29,373	$29,570	$31,181	$40,850	$44,565
Head, Circulation	$22,309	$23,367	$29,109	$33,127	$39,824	$49,063	$53,976
Head, Rare Books/MSS	$25,000	$20,175	$22,300	$35,856	$56,700	$31,323	$61,587
Reference Librarian	$37,310	$25,350	$28,580	$24,849	$36,843	$43,816	$55,463
Cataloger	$25,944	$29,542	$29,827	$32,182	$31,744	$40,664	$35,839
Head, Computer Systems	$23,126	$31,793	$32,586	$34,795	$32,494	$35,175	$41,085

* Salary information is not published for fewer than four individuals.

Table K: Number and Average Salaries of Librarians By Size of Professional Staff

Staff Size	1 - 4		5 - 15		16 - 49		50 or more	
Position	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director	30	$37,330	45	$49,165	4	$63,382	na	na
Associate Director	1	*	8	$37,931	4	$55,736	2	*
Assistant Director	4	$34,003	5	$34,755	6	$43,300	4	$70,656
Branch Head	na	na	9	$30,864	5	$38,109	19	$40,491
Functional Specialist	na	na	9	$33,680	6	$28,249	24	$34,993
Subject Specialist	na	na	6	$29,415	9	$37,491	14	$36,167
Head, Acquisitions	3	*	21	$37,445	3	*	2	*
Head, Reference	6	$33,664	20	$36,980	2	*	4	$43,651
Head, Cataloging	1	*	18	$35,355	3	*	5	$39,602
Head, Serials	na	na	14	*	2	*	2	*
Head, Documents	na	na	3	na	na	na	1	*
Head, Circulation	na	na	12	$30,958	4	$33,077	4	$38,924
Head, Rare Books/MSS	1	*	6	$29,772	2	*	1	*
Head, Other	na	na	17	$39,779	9	$29,398	1	*
Public Services	1	*	12	$21,871	5	$37,438	38	$44,032
Technical Services	2	*	10	$21,147	11	$33,148	11	$34,167
Administrative Services	na	na	na	na	1	*	5	$33,389
Reference Librarian	11	$31,498	82	$30,912	22	$45,903	na	na
Cataloger	7	$24,750	21	$26,431	17	$31,740	59	$32,757
Head, Computer Systems	na	na	8	$37,227	10	$31,575	18	$34,569
Other	21	$28,128	65	$34,696	4	$42,918	na	na
Total Filled Positions and Averages	88	$32,605	392	$34,745	131	$38,601	216	$38,383

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table L: Number and Average Salaries of Librarians By AAUP Category

Position	Doctoral		Comprehensive		Baccalaureate		Two Year Academic	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director	5	$55,093	29	$50,585	29	$41,026	14	$41,951
Associate Director	9	$50,315	2	*	2	*	2	*
Assistant Director	9	$55,269	4	$42,644	5	$32,203	1	*
Branch Head	25	$39,339	1	*	7	$32,827	na	na
Functional Specialist	30	$34,448	5	$27,536	4	$35,334	na	na
Subject Specialist	22	$36,630	2	na	5	$28,842	na	na
Head, Acquisitions	5	$38,904	14	$41,213	8	$30,730	na	na
Head, Reference	7	$36,403	10	$40,033	9	$35,551	6	$36,063
Head, Cataloging	9	$38,416	11	$37,588	6	$30,394	1	*
Head, Serials	4	$33,625	9	$38,484	4	$26,443	1	*
Head, Circulation	8	$35,300	6	$32,457	3	*	3	*
Head, Rare Books/MSS	3	*	2	*	5	$31,691	na	na
Head, Other	5	$34,031	17	$37,007	3	*	2	*
Public Services	44	$42,727	8	$26,201	1	*	3	*
Technical Services	18	$33,149	9	$28,202	5	$19,343	2	*
Administrative Services	6	$32,178	na	na	na	na	na	na
Reference Librarian	12	$29,574	59	$39,490	24	$24,182	19	$31,754
Cataloger	70	$32,450	15	$30,474	17	$24,487	2	*
Head, Computer Systems	28	$34,114	6	$38,425	2	*	na	na
Other	6	$34,806	42	$35,082	35	$30,887	7	$36,328
Total Filled Positions and Averages	331	$37,650	252	$37,950	176	$30,954	65	$34,986

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table M: Number and Average Salaries of Librarians by Type of Institution

Position	Public		State Related		Private Non-Sectarian		Private Church Related	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director	15	$54,140	2	*	25	$49,065	37	$39,043
Associate Director	1	*	4	$55,736	8	$45,015	2	*
Assistant Director	1	*	6	$55,941	9	$42,287	3	*
Branch Head	1	*	12	$41,118	16	$38,238	4	$25,200
Functional Specialist	1	*	14	$35,498	21	$32,580	3	$36,270
Subject Specialist	1	*	9	$38,476	15	$35,109	4	$27,360
Head, Acquisitions	6	$47,968	2	*	10	$34,064	11	$33,319
Head, Reference	10	$45,439	3	*	9	$33,746	10	$31,504
Head, Cataloging	3	$49,468	4	$38,571	12	$35,755	8	$32,729
Head, Serials	5	$39,620	na	na	9	$32,844	4	$30,576
Head, Circulation	5	$41,962	3	$36,706	8	$31,035	4	$22,821
Head, Rare Books/MSS	na	na	2	*	3	*	5	$27,035
Head, Other	13	$42,813	2	*	4	$37,469	8	$26,448
Public Services	2	*	31	$43,754	20	$34,786	3	*
Technical Services	4	$36,660	11	$35,108	11	$28,830	8	$20,416
Administrative Services	na	na	2	*	4	$31,944	na	na
Reference Librarian	40	$43,703	7	$37,101	32	$28,081	36	$27,352
Cataloger	6	$34,902	45	$32,383	34	$31,100	19	$25,080
Head, Computer Systems	2	*	15	$34,183	15	$33,921	4	$30,340
Other	13	$46,565	na	na	31	$34,373	46	$29,277
Total Filled Positions and Averages	130	$44,243	178	$39,099	300	$35,191	219	$29,991

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table N: Number and Average Salary of Minority Librarians by Position

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	4	3	1	$44,679	*	*
Associate Director	1	na	1	*	na	*
Branch Head	3	2	1	*	*	*
Functional Specialist	11	6	5	$31,448	$31,475	$31,415
Subject Specialist	2	2	na	*	*	na
Head, Acquisitions	2	1	1	*	*	*
Head, Reference	1	na	1	*	na	*
Head, Serials	3	3	na	*	*	na
Head, Circulation	1	na	1	*	na	*
Head, Rare Books/MSS	2	1	1	*	*	*
Head, Other	2	na	2	*	na	*
Public Services	3	1	2	*	*	*
Technical Services	4	2	2	$28,559	*	*
Administrative Services	1	1	na	*	*	na
Reference Librarian	7	3	4	$32,096	*	$28,801
Cataloger	14	7	7	$30,579	$31,817	$29,341
Head, Computer Systems	9	7	2	$30,321	$30,264	*
Other	6	2	4	$34,980	*	$31,218
Total Filled Positions and Averages	76	41	35	$34,575	$34,972	$34,111

* Salary information is not published for fewer than four individuals.

Table P: Distribution of Minority Librarians by Metropolitan Area

SMSA	Black	Hispanic	Asian/ Pacific Island	Native American
Philadelphia	24	2	20	1
Pittsburgh	2	1	0	0
Other areas	6	2	18	0
All Areas	32	5	38	1

Table Q: Number and Average Experience of Minority Librarians by Position

Position	Number of Staff			Average Years Experience		
	Total	Men	Women	Combined	Men	Women
Director	4	3	1	17.8	19.7	12
Associate Director	1	na	1	28	na	28
Branch Head	3	2	1	23	28	13
Functional Specialist	11	6	5	11.5	9.7	13.6
Subject Specialist	2	2	na	26.5	26.5	na
Head, Acquisitions	2	1	1	11.5	21	2
Head, Reference	1	na	1	22	na	22
Head, Serials	3	3	na	31.5	31.5	na
Head, Circulation	1	na	1	17	na	17
Head, Rare Books/MSS	2	1	1	12.5	9	16
Head, Other	2	na	2	17	na	17
Public Services	3	1	2	9.7	8	10.5
Technical Services	4	2	2	10	9.5	10.5
Administrative Services	1	1	na	8	8	na
Reference Librarian	7	3	4	17	21.3	12.7
Cataloger	14	7	7	8.5	10.6	6.4
Head, Computer Systems	9	7	2	12.2	14.4	4.5
Other	6	2	4	20.8	31	18.25
Total Filled Positions and Averages	76	41	35	14.3	16	12.3

* Salary information is not published for fewer than four individuals.

Appendix I: Participating Libraries

Academy of the New Church
Albright College
Alvernia College
Beaver College
Bloomsburg University of Pennsylvania
Bryn Mawr College
Bucknell University
Butler County Community College
Cabrini College
Carlow College
Cedar Crest and Muhlenberg College
Chestnut Hill College
Clarion University of Pennsylvania
College Misericordia
Community College of Allegheny County Allegheny Campus
Community College of Allegheny County South Campus
Curtis Institute of Music
Delaware County Community College
Delaware Valley College of Science
Dickinson College
East Stroudsburg University
Eastern College
Edinboro University
Elizabethtown College
Evangelical School of Theology
Franklin & Marshall College
Gannon University
Geneva College
Hahnemann University
Harcum Junior College
Harrisburg Area Community College
Haverford College
Holy Family College
Immaculata College
Juniata College
Kings College
Kutztown University
Lackawanna Junior College
Lancaster Bible College
LaSalle University
Lebanon Valley College
Lehigh County Community College
Lehigh University
Lock Haven University
Lutheran Theological Seminary, Gettysburg
Luzerne County Community College
Lycoming College
Mansfield University of Pennsylvania
Marywood College
Medical College of Pennsylvania
Mercyhurst College
Messiah College
Moore College of Art & Design
Mount Aloysius Junior College
Northampton Community College
Northeastern Christian Jr. College-Whitworth
Pennsylvania College of Technology
Pennsylvania State University
Philadelphia College of Pharmacy and Science
Philadelphia College of Textiles and Science
Pittsburgh Theological Seminary
Point Park College
Reading Area Community College
Reformed Presbyterian Theological Seminary
Robert Morris College
Rosemont College
Saint Charles Borromeo College
Saint Francis College
Saint Joseph's University
Saint Vincent College & Seminary
Seton Hill College
Shippensburg University of Pennsylvania
Susquehanna University
Swarthmore College
Temple University
Thaddeus Stevens State School of Technology
University of Pennsylvania
University of Scranton
The University of the Arts
Ursinus College
Valley Forge Military Academy
Villanova University
Washington & Jefferson College
Westminster College
Westmoreland County Community College
Widener University
Wilkes University
Wilson College
York College of Pennsylvania

Pennsylvania Library Association/CRDL
Academic Library SALARY SURVEY 1991
Library Questionnaire
Part 1: Summary Data

Reporting Library_____

Report prepared by (name)_____

Phone number_____ Date returned_____

1. Beginning professional salary for 1990-91 $_____

2. Beginning professional salary for 1991-92 $_____

3. Is your professional non-administrative staff part of a bargaining unit?

_____Yes
_____No

4. Does your professional non-administrative staff have:

_____ 1. Faculty status with academic rank
_____ 2. Faculty status without academic rank
_____ 3. Neither of above

5. Parent institution's status:

_____Public (state or county)

_____State related

_____Private, non-sectarian

_____Private, church-related

6. Parent institution's status (AAUP Categories):

Category I:
_____Doctoral

Category IIA:
_____Comprehensive

Category IIB:
_____Baccalaureate

Category III:
_____2 year with academic rank

Category IV:
_____2 year without academic rank

Please return the Salary Survey questionnaire by December 15, 1991 to Ronald F. Dow, Pattee Library, University Park, PA 16802

Pennsylvania Library Association
Academic Library SALARY SURVEY 1991
Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit. Include, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, audiovisual professionals, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting. **Do not report the actual part-time salary paid.**

3. The purpose of the survey is to collect comparable data; therefore, salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. The questionnaire should be returned to Ronald F. Dow, Pattee Library, Pennsylvania State University, University Park, PA 16802 by December 6, 1991. Please mark envelope PERSONAL AND CONFIDENTIAL. A postcard acknowledgment will be returned to you within two weeks of the receipt of the questionnaire. Please call 814-863-0325 if you DO NOT receive this confirmation.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with summary information for filled and temporarily vacant professional positions for the fiscal years of 1990-91 and 1991-92.

2. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional entry-level librarian, i.e., **no post-MLS experience**. Please use a figure which is **USED OR LIKELY TO BE USED** by your library.

3. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1991-92. In addition, information on sex, minority status, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets and number them if you cannot list all professional positions in the space provided.

2. The column to the left of the perforation labeled "Staff Member I.D." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. The order in which staff members are entered on the form is not important; enter them in the order most convenient for you.

3. After entering the identification of the individual, enter his/her salary as of July 1, 1991. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date. Please refer to general instructions before recording salaries.

4. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

5. Position code. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDRS	Head, Public or Readers Services
HDTS	Head, Technical Services
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Maps Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department

HDAV	Head, Media Center or Audio Visual Department
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both General and Specialized
REF	Reference Librarians, both General and Specialized
PUBS	Public Services, non-Supervisory, except Reference Librarians
TECH	Technical Services, non-Supervisory, except Catalogers

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: **Subject Specialists**, who primarily build collections (but may also offer specialized reference and bibliographic services); and **Functional Specialists**, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc., should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervisions and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

6. Sex. Indicate either **M** or **F**, for male and female, respectively, or **V** if the position is vacant.

7. Affirmative action status code. Indicate status by means of one of the following code numbers:
   1. Black
   2. Hispanic
   3. Asian or Pacific Islander
   4. American Indian or Native Alaskan
   5. Caucasian

8. Total years of professional experience. Define "professional" experience as indicated in the general instructions; for most professional staff members this will mean counting the years of experience since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

CONFIDENTIALITY OF INFORMATION

Confidentiality of information will be strictly maintained. No individual salaries will be reported. Salary statistics for individual institutions will be limited to beginning professional salary, average salary and median salary. Aggregate data only will be reported; for example, you will be able to compare salaries of your reference librarians with the average salaries of all reference librarians from the reporting institutions. However, information will be reported only in categories with four or more individuals. The submitted data will be retained for three years and will then be destroyed in a manner appropriate to confidential information.

PENNSYLVANIA LIBRARY ASSOCIATION/
COLLEGE AND RESEARCH LIBRARY DIVISION
SALARY SURVEY 1991

Office Use Only	

Library Questionnaire
Part II: Individual Data

Reporting Library _____

Sheet Number _____

Staff Member I.D. (Detach before mailing)	Seq. No.	Salary July 1, 1991*	Position Code*	Leave Blank	Sex M F V*	Affirm. Act. Status Code *	Total Years Prof. Exp. *
	1						
	2						
	3						
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	5						
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*(See instruction)